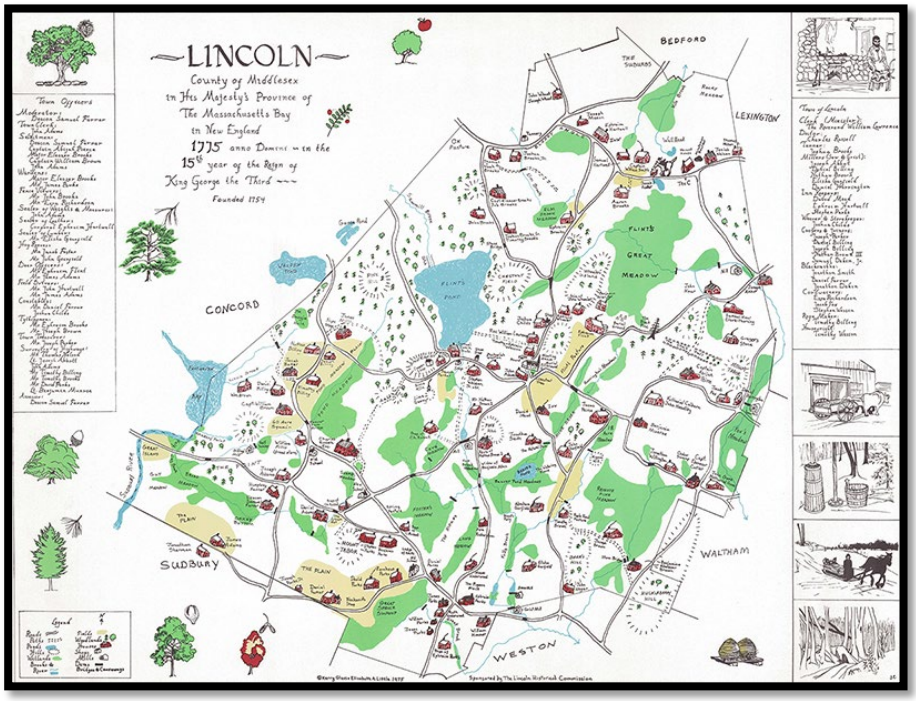
TOWN OF LINCOLN
2024 ANNUAL TOWN REPORT



On the Cover: Map of Lincoln in 1775
Created in 1975
by Kerry Glass and Elizabeth A. Little

Lincoln's Minutemen as they might have looked in 1775.
Thanks to Kim Bodnar, for the photo

REPORT

of the

OFFICERS AND COMMITTEES

of the

TOWN OF LINCOLN

FOR THE YEAR 2024

LINCOLN, MASSACHUSETTS

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TOWN INFORMATION

First Settled	*1650-1680*
Town Incorporated	*1754*
Town Area	*14.56 square miles*
Population	6,242 *(including Hanscom AFB)*
Registered Voters	5013 *(including Hanscom AFB)*
Type of Government	*Town Meeting*
2023 Annual Town Meeting	*March 23, 2024*
2023 Annual Election of Officers	*March 25, 2024*

FY 2024 Tax Rate = Residential $12.90 Commercial $19.71
FY 2025 Tax Rate = Residential $12.81 Commercial $19.55

MUNICIPAL AND SCHOOL OFFICES

DEPARTMENT	OFFICE HOURS	PHONE
TOWN OFFICES	Mon-Fri 8:30 AM – 4:30 PM	781-259-2600
16 Lincoln Road		
Accounting & Finance		781-259-2608
Town Administrator		781-259-2601
Assessors		781-259-2611
Building Inspector		781-259-2613
Collector/Treasurer		781-259-2605
Conservation		781-259-2612
Health, Board of		781-259-2614
Housing Commission		781-259-2614
Historical Commission & Historic District Comm.		781-259-2614
Planning		781-259-2610
Select Board		781-259-2601
Town Clerk		781-259-2607
Zoning Board of Appeals		781-259-2615
COUNCIL ON AGING		
	Mon-Fri 8:30 AM – 4:30 PM	
Bemis Hall		781- 259-8811
15 Bedford Road		

PUBLIC SAFETY

169 Lincoln Road		
Emergencies		911
General Business		781-259-8113

PUBLIC WORKS

30 Lewis Street	Mon-Fri 7:00 AM – 3:00 PM	781-259-8999
Transfer Station (Rte. 2A)	Wed & Sat 7:00 AM - 3:30 PM	

WATER DEPARTMENT Mon- Fri. 7:00 AM – 3:00 PM

Pumping Station, 77 Sandy Pond Road	781-259-8997
Filtration Plant, 80 Sandy Pond Road (staffed daily)	781-259-1329

RECREATION

Ballfield Road, Hartwell Campus	781-259-0784

LINCOLN PUBLIC SCHOOLS

Ballfield Road	781-259-9400
Smith School (K – 4)	781-259-9404
Brooks School (5 – 8)	781-259-9408
Superintendent	781-259-9409
Business Office	781-259-9401

LINCOLN SUDBURY REGIONAL DISTRICT SCHOOL

390 Lincoln Road, Sudbury	978-443-9961

HANSCOM SCHOOLS - Hanscom AFB

Hanscom Primary	781-274-7721
Hanscom Middle	781-274-7720

MINUTEMAN REGIONAL SCHOOL DISTRICT

758 Marrett Road, Lexington	781-861-6500

PUBLIC MEETINGS ARE POSTED ON THE TOWN MUNICIPAL CALENDAR at **www.lincolntown.org**

GENERAL GOVERNMENT

SELECT BOARD

Introduction

Each March, Lincoln residents are invited to come together as a community to discuss and vote on the Town's important business such as budgets, bylaws and zoning changes. Town Meeting is a unique New England form of government and the cornerstone of Lincoln's government since that first meeting in 1754. In 2024, Lincoln's Annual Town Meeting saw a strong turnout, driven by two major town votes: the approval of a bond for a new Community Center and the adoption of a significant zoning bylaw change. These initiatives sparked challenging conversations and prompted deep reflection, which we are navigating together as a community.

As we transition into 2025, Town leadership is eager to support the efforts of the Town Meeting Study Committee as it embarks on a comprehensive review of our Town Meeting process. Lincoln is also excited at the opportunity to be named a state-certified Climate Leadership Community as well as the pursuit of additional programs that advance our commitment to sustainability and our Climate Action Plan. Additionally, our Inclusion, Diversity, Equity and Anti-Racism Committee continues their efforts to embed equity into decision-making and policy. These efforts, along with the other remarkable work of our Town Boards and Committees, exemplify the thoughtful and ambitious approach that we, as a community, value.

In celebratory news, the new Community Center will be opening late next year! It will serve as an intergenerational gathering place and activity center including spaces for health and fitness, social services, dining, learning and socializing. The Community Center will also include dedicated spaces for LEAP (Lincoln's extended day activities program) and the Parks and Recreation Department and programs. Also, on Patriots Day weekend 2025, Lincoln along with the Minuteman National Historical Park, Arlington, Concord and Lexington will be hosting parades, activities, events and programs in celebration of the 250th Anniversary of the first days of the American Revolution. More details are provided in the Lincoln250 section of the report.

In closing, we extend our heartfelt gratitude to the residents who generously volunteer their time and expertise to serve on these boards and committees. Your dedication and contributions are invaluable to the success and well-being of our community. Additionally, a thank you to our residents who, whether through attending meetings, sharing your insights, or casting your votes, play a vital role in shaping the future of our community. Lastly, the Board would like to express our deep gratitude to the Town Staff team for

their unwavering commitment, steadfast support and tireless efforts in support of our residents and assisting our Town Boards and Committees. Thank you!

Town Meeting Study Committee

The Town Meeting Study Committee (TMSC), jointly appointed by the Select Board and Town Moderator in October, was formed to evaluate our Town Meeting procedures, identify what works well and what could be improved, and submit a report with pros and cons of changes we might consider. The Committee went to work immediately in late October and began by identifying key issues and questions, studying reports and materials produced by other Towns and various municipal government sources, and beginning to develop a project plan and timeline. The Committee provided an early status report during the December 7th State of the Town Meeting (SOTT), providing residents the opportunity to share their thoughts about issues and topics they would like the Committee to explore. The SOTT sessions included an electronic voting ("clicker") demonstration exercise which was very well received. As of this writing, the Committee and Moderator are developing plans for additional clicker experimentation and procedures we hope to bring forward for the March 2025 Annual Town Meeting. The Committee will be engaging Town residents in the process in various ways, including a town-wide survey. We will be careful to put decisions about significant changes in the hands of the voters. We have asked the Committee to issue its report and analysis in the fall of 2025 in time to be included as a main feature of the 2025 State of the Town Meeting. All meetings of the TMSC are open to the public and information about its charge, members, meetings, and work can be found at: https://www.lincolntown.org/1509/Town-Meeting-Study-Committee.

Community Center Planning

The Community Center Building Committee (CCBC) was awarded a $24.02M budget at the March 2024 Town Meeting and is now in the final planning phases before construction. The committee has brought Anser Advisory on board as the Town's Owner's Project Manager, and ICON Architecture continues to serve as the project designer. Together, their work has helped improve the building's usability, structure, and energy efficiency while prioritizing the needs of its three tenants and staying within budget. The Center will house the Council on Aging & Human Services (COA&HS), Parks & Recreation Dept (PRD), and the Lincoln Extended-day Activities Program (LEAP). Construction is scheduled to begin in July 2025 and be completed in late fall 2026. The CCBC welcomes your comments, suggestions, and questions. Please visit their website for complete information: LincolnCommunityCenter.com

Housing Choice/MBTA Communities Act Zoning

The Board is pleased to report that the Executive Office of Housing and Livable Communities (EOHLC) determined that the zoning passed at Lincoln's 2024 Annual Town Meeting is compliant with, and meets the requirements of, the MBTA Communities Act (Section 3A of Massachusetts General Law Chapter 40A). In October, we participated in a ceremony hosted by Governor Healey which acknowledged the efforts of Lincoln and more than 30 municipalities who also recently achieved full compliance with the Law and celebrated this important milestone. The Governor emphasized that all municipalities share responsibility for addressing the State's housing crisis, and she announced that compliant communities are eligible for the newly established MBTA Communities Catalyst Fund created to support housing production. The Governor's press release can be found at Https://mass.gov/news/governor-healey-ag-campbell-celebrate-mbta-communities-momentum-to-lower-housing-costs

The Water Department and the Town took advantage of its compliant status and applied for a grant to help defray the cost of replacing the water main that runs between the 5 corners and the Lincoln train station. In January, Lincoln was awarded $430,000 towards this project. Also in January, Lincoln received a $232,000 grant through the Complete Streets program to install a crosswalk at Old Sudbury Road/Route 117, and a $15,000 grant for fire safety equipment. These grant programs also now require communities to be in compliance with the MBTA Communities Act.

Lincoln250

The Board and Lincoln250 are excited to invite you to our historic community celebration on **Saturday, June 14, 2025**, commemorating 250 years of Lincoln's history from the dawn of the American Revolution! We will be hosting a community gathering, **Lincoln250 Fair and Feast**, at the Pierce House grounds on June 14, 2025 (rain date June 15, 2025) from 11am-3pm. We expect a day of vibrant festivities featuring over 50 town boards, committees, and organizations sharing their history and contributions to Lincoln at a beautiful Town Fair on the historic grounds of the Pierce House. In addition to the fair, the Lincoln250 Committee will host a feast under the tent, children's games on the lawns, and a variety of historic remembrances and activities for all ages.

On Patriots Day weekend (April 19 and 20), Lincoln and our neighboring communities of Arlington, Concord, and Lexington as well as Minute Man National Historical Park will be hosting parades, activities, and events that are not to be missed! **To help you enjoy these festivities, Lincoln250 will share transportation suggestions for attending events, particularly as Concord and Lexington will be closed to vehicular traffic on Saturday,**

April 19th. Event calendars as well as transportation plans can be found on the Lincoln250 page of www.lincolntown.org.

Heartfelt thanks to the many Lincoln committees, boards, and community organizations for their invaluable partnership in supporting Lincoln250 events. Additionally, we are grateful for your extensive efforts in hosting historical reenactments, events, and programs that have beautifully showcased Lincoln's contributions to the American Revolution. We deeply appreciate our community partners and local historians, whose extensive knowledge and exceptional storytelling have brought our rich 18th-century history to life.

For a full list of events hosted by the Lincoln Minute Men, click the "Discover Lincoln" button on www.lincolntown.org

Inclusion, Diversity, Equity, & Anti-Racism Committee (IDEA)
Over the past year, the IDEA Committee moved forward with foundational work to support volunteer boards and committees in recruiting and training members, and in embedding equity into decision-making and policy development. This year's work included:

Planning for a Newcomer's Event – The Committee revived a tradition that combined a fun social event with an opportunity to learn more about town and community organizations. The January event was attended by approximately 150 - 200, over 25 town boards and organizations, and members of our state legislative team. We hope that the event helped to demystify town government!

Developing a work plan: Based on the work done by the committee's consultant, Racial Equity Group/Elite Research, the Committee developed a 2024 -2025 work plan: http://www.lincolntown.org/DocumentCenter/View/97887/2024---2025-IDEA-Work-Plan-DRAFT

Recruiting/Retaining Diverse Committees: IDEA drafted a framework for town boards and committees to use to ensure clear and consistent information about how to become involved.

Resources for Board & Committee Members: In collaboration with the Select Board, there is now a "Boards/Committees Resource Page" on the town website. It has a wealth of information about state laws, best practices, and community engagement.

New IDEA Members: IDEA appointed one new voting member and could have up to three more. Please contact the committee if you would like to learn more!

The Select Board would also like to recognize the work and engagement of the town staff's Diversity Committee, which was established by the Town Administrator in 2021 to help guide and lead staff level Diversity programs. The staff Committee has sponsored training, organized social events, and provided a safe environment for difficult staff level conversations.

Sustainability

The Town's sustainability efforts benefit greatly from a terrific working partnership between our Boards, professional staff, and a team of talented and committed residents. This partnership has resulted in an impressive list of programs and initiatives designed to further the Town's environmental sustainability initiatives. This past year's accomplishments included:

- Completion of the design and permitting of the landfill solar project, which is expected to come online in the summer of 2025.
- Acceptance into the Commonwealth's Decarbonization Roadmap Program which when completed will make Lincoln eligible for designation as a Climate Leader Community, giving us access to additional grants.
- Recognition from the state that our energy conservation efforts have resulted in a more than 20% reduction in energy use over the past five years.

We would also like to acknowledge the outstanding work of current and past School Administrators, School Committee members, School Building Committee members, and volunteers whose good planning and persistence resulted, this year, in the activation of the Lincoln School's 1.2 MW solar array. In addition to the array coming online, the Lincoln School participated in a utilities energy incentive program that required energy use monitoring after the building was occupied. After twelve months of monitoring, the overall annual energy usage (EUI) was measured at 22.7 kBtu/SF/yr, outperforming the 23.9 EUI goal set by the School Building Committee, and the 25 EUI threshold of the Eversource Post-Occupancy Verification Incentive Program. This is extraordinary, as the actual building use is greater than that modelled by the project architect SMMA during the design phase. This performance earned the Town an additional incentive of $128,974, which was added to the Town's general fund.

Transportation Coalition

Our roadway and transportation planning program benefited significantly last year by the formation of the Transportation Coalition comprised of members of the Roadway & Traffic Committee (RTC), the Bicycle & Pedestrian Advisory Committee (BPAC), staff representation from Public Safety, Public Works and the Planning Department, and consulting support from a traffic engineering firm. This year the Coalition developed a 5-Year Capital Plan which includes a prioritized list of roadway and roadside projects designed to improve and expand pedestrian and cyclist safety and connectivity. The 5-Year plan relies heavily on potential grants, anticipating requests for Town funding after grant possibilities have been exhausted.

The Plan is available on the Town's website at:
https://www.lincolntown.org/1552/Transportation-Coalition

State of the Town Meeting (SOTT) Takeaways

This year's SOTT opened with a general session that included updates from the Community Center Building Committee, the Finance Committee, IDEA, 250th Committee, and the Dark Skies Subcommittee. This was followed by breakout group presentations and engagement exercises with the Town Meeting Study Committee and the Green Energy Committee, respectively. Residents seemed to enjoy the hybrid meeting format's blend of brief updates on key topics, with the opportunity for deeper dives into headline issues. The TMSC breakout sessions included a demonstration exercise with electronic voting devices (a.k.a. "clickers") which was well received. We anticipate using the clickers again in a demonstration exercise during the 2025 Annual Town Meeting, and a potential vote on a bylaw amendment to authorize the use of clickers in the vote counting process.

As we look forward, and mindful of the changing federal landscape, we will continue to consult with state officials and legal counsel to understand the potential impacts to Town interests.

Welcome to New Staff

We welcomed the following professional staff in 2024.

Armstrong, Alison	Assistant Library Director
Carroll, Stacey	Assistant Town Clerk
Conrad, Christine	Dispatcher
Gentile, Robert	Library Custodian
Kim, Anthony	IT Support Specialist
Lamb, Gregory	Police Officer
Lincoln, Matthew	Archivist
Nason, Anne	Accounting Clerk
Rollins, David	DPW Crew Member

We congratulate the promotion of the following professional staff in 2024.

Kennedy, Sean	Police Chief
Wentworth, Jon	Police Lieutenant

Jennifer Glass
Jim Hutchinson
Kim Bodnar, Chair
Select Board

Timothy S. Higgins
Town Administrator

SELECT BOARD'S INCLUSION, DIVERSITY, EQUITY, AND ANTI-RACISM (IDEA) COMMITTEE

Gray Birchby: At-large
Abigail Butt: Director, Council on Aging & Human Services
Becca Fasciano: liaison, Conservation Commission
Neil Feinberg: liaison, Housing Commission (through October 2024)
Kristen Ferris: METCO Coordinating Committee
Tim Higgins: Town Administrator
Naila Karamally: At-large (appointed in January 2025)
Russell Kramp: At-large
Torrance Lewis: Assistant Superintendent, Lincoln Public Schools
Margaret McLaughlin: At-large
Terry Perlmutter (beginning November 2024)
Melissa Roderick: Director, Lincoln Public Library
Abbey Salon: liaison, Welcome, Inclusion, Diversity, & Equity (WIDE)
Detective Ian Spencer: liaison, Public Safety
Susan Taylor: School Committee
Albert Uriah Turner: At-large
Jennifer Glass: co-Chair, Select Board
Rob Stringer, co-Chair: At-large

Over the past year, the IDEA Committee moved forward with foundational work to support volunteer boards and committees in recruiting and training members, and in embedding transparency and equity into decision-making and policy development. This year's work included:

Planning for a Newcomer's Event – The Committee revived a tradition that combined a fun social event with an opportunity to learn more about town and community organizations. A sub-Committee was formed to plan and execute the event, and it was a great success! The January event was attended by over 200 residents, with representation from over 40 town boards and civic organizations. We were pleased to have our state legislative team present in attendance, and we hope that the event helped people connect to each other and the town, and to demystify town government! See our web page for photos!

Community Outreach – The IDEA Committee worked hard to increase its visibility this year by participating in community events. We had a table at the Lincoln School PTO's Back to School Picnic in September, where we met several residents who have since become involved in our Events Subcommittee! In October we had

a trunk at “Trunk or Treat”, part of the Parks & Recreation Department’s Fall Fest, and in December we had a table at the State of the Town meeting.

Developing a work plan: Based on the work done by the committee’s consultant, Racial Equity Group/Elite Research, the Committee developed a 2024 -2025 work plan: http://www.lincolntown.org/DocumentCenter/View/97887/2024---2025-IDEA-Work-Plan-DRAFT

Recruiting/Retaining Diverse Committees: IDEA drafted a framework for town boards and committees to use to ensure clear and consistent information about how to become involved. Members of the IDEA Committee have started meeting with other town boards and committees to get feedback on the framework and to start to implement parts of the work plan that are appropriate for each committee.

Resources for Board & Committee Members: In collaboration with the Select Board, there is now a “Boards/Committees Resource Page” on the town website. It has a wealth of information about state laws, best practices, and community engagement. This is a valuable resource for those new to being civically engaged in Lincoln: https://www.lincolntown.org/1541/BOARDCOMMITTEE-RESOURCES

New IDEA Members: IDEA appointed one new voting member and could have up to three more. Please contact the committee if you would like to learn more!

OFFICERS AND COMMITTEES

ELECTED

	Term Expires
Moderator	
Sarah Cannon Holden	2026
Town Clerk	
Valerie Fox	2025
Select Board	
Kimberly Bodnar	2026
Jennifer Glass	2027
Jim Hutchinson	2025
Board of Assessors	
Bruce Campbell	2025
Ellen Meadors	2026
Edward Morgan	2027
School Committee	
Jacob Lehrhoff	2026
Matina Madrick	2026
Kimberly Rajdev	2025
Yonca Heyse (through 11/18/2024)	2025
Abbey Salon (interim appointment)	2025
John Maclachlan (through 3/25/2024)	2025
Susan H. Taylor	2027
Water Commission	
Matthew Bio	2026
Steve Gladstone	2025
Patrick J. Lawler	2027
Board of Health	
Steven R. Kanner	2025
Frederick L. Mansfield	2026
Patricia Miller	2027
Cemetery Commission	
Manley Boyce	2026
Douglas Harding	2027
Conrad Todd	2025

	Term Expires
Lincoln-Sudbury Regional District School Committee	
Catherine Sousa Bitter	2027
Mary Warzynski (through 3/25/2024)	2027
Maura Carty	2027
Cara Endyke-Doran	2025
Kevin J. Matthews	2025
Ravi Simon	2026
Planning Board	
Andrew Bennet, Associate	2026
Lynn DeLisi	2026
Ephraim B. Flint	2025
Craig Nicholson	2026
Margaret Olson	2025
Gerald Taylor	2027
Commissioners of Trust Funds	
Donald Collins	2027
D. Paul Fitzgerald	2026
Douglas Harding	2025
Trustees of Bemis Fund	
Miriam Borden	2027
Sara Mattes	2025
Rachel Marie Schachter	2026
Trustees of Lincoln Library	
Jacquelin Apsler (Select Board Appointee)	2026
Ron Chester (Library Trustees Appointee)	
Indrani Kharbanda (Library Trustees Appointee)	
Lucy Maulsby (School Committee Appointee)	2025
Ray Shepard (Elected)	2025
Peter Sugar (Library Trustees Appointee)	
Housing Commission	
Julie Brogan (Select Board Appointee)	2025
Rachel Drew (Select Board Appointee)	2025
Neil Feinberg (Select Board Appointee)	2026
Donald Fonseca (Select Board Appointee)	2027
Allen Vander Meulen (through 6/3/2024)	2027
Terry Perlmutter (Select Board Appointee)	2027
Evan Gorman (through 3/26/2024)	2027
Jena Salon (Select Board Appointee)	2027
David Stroh (Select Board Appointee)	2026

	Term Expires
Parks and Recreation Committee	
Sarah Chester (Select Board Appointee)	2027
Brianna Doo (Elected)	2027
David Onigman (Select Board Appointee)	2026
Thornton Ring (Elected)	2025
Anita Spieth (Select Board Appointee)	2025
Robert Stringer, III (Elected)	2026

APPOINTED BY THE SELECT BOARD

Town Administrator
Timothy Higgins

Assistant Town Administrator
Daniel Pereira

Accountant/Finance Director
Colleen Wilkins

Treasurer/Collector
Krystal Elder

Town Counsel
Devan Braun

Chief of Police
Sean Kennedy

Fire Chief
Brian Young

Emergency Management
Brian Young

Constables	
Sean Kennedy	2025
Robert Paul Millian	2025
Joseph Topol	2025

Animal Control Officer
Jennifer Boardman

	Term Expires
Superintendent of Public Works	
Christian Bibbo	
Superintendent of Water Department	
Darin Lafalam	
Building Inspector	
Mark Robidoux	
Wiring Inspector	
Robert Norton	
Assistant Wiring Inspector	
Gus Silva	
Plumbing and Gas Inspector	
Welter Rasmussen	
Assistant Plumbing and Gas Inspector	
George Dixon	
Russell Dixon	
Pierce House Event Manager	
Jennifer Westlund	
Veterans' Services Officer	
Peter R. Harvell	2025
Veterans' Programming Officer	
Peter R. Harvell	2025
Sealer of Weights & Measures	
Joseph Mulvey	
Tree Warden	
Kenneth Bassett	2025
Town Historian	
John MacLean	
Registrars of Voters	
Christopher Bursaw	2025
Margaret Flint	2026
Valerie Fox, Ex Officio (Town Clerk)	
Laura Glynn	2027

	Term Expires
Becca Fasciano	2027
Ari Kurtz	2027
Mark Masterson	2025
Joseph Miller	2026
Susan Hall Mygatt	2025
Laura Regrut	2026
Kathleen Shepard	2025
Zoning Board of Appeals	
Tobias Brambrink	2028
William Churchill	2026
David Elmes, Associate	2025
Eric Snyder	2027
David Stifter	2025
David Summer	2027
Reanna Wu, Associate	2027
Council On Aging and Human Services	
Laura Crosby	2026
Don Milan (through 4/16/2024)	2027
Stephen Hines	2027
Sarah Kindleberger	2025
Wendy Kusik	2027
Jane O'Rourke	2026
Terry Perlmutter	2026
Kathryn Ramon	2027
Donna Rizzo	2026
Mark Sandman	2025
Dilla Tingley	2026
Peter von Mertens	2027
Hope White	2025
Lincoln Historical Commission	
Douglas Adams	2026
Gary Anderson	2027
Christopher Boit	2026
Frank Clark, Alternate	2026
Andrew Glass	2027
Judith Lawler, Alternate	2027
Andrew Ory	2025
Allen Vander Meulen (through 4/16/2024)	2027
Historic District Commission	
Douglas Adams (Architect)	2026

	Term Expires
Gary Anderson (Historical Society)	2027
Christopher Boit	2026
Frank Clark, Alternate	2026
Lynn DeLisi (Planning Board)	2027
Ephraim B. Flint (Planning Board)	2026
Andrew Glass (Real Estate Agent)	2027
Judith Lawler, Alternate	2027
Andrew Ory (Historic District Resident)	2025
Allen Vander Meulen (through 4/16/2024)	2027
Lincoln Cultural Council	
Catherine Coleman	2027
Wendy Hubbard	2027
Christopher Loschen	2027
Deborah Page	2027
Margaret Ramsey	2025
Richard L. Rundell	2026
Jennifer Saffron (through 5/1/2024)	2027
Pierce House Property Committee	
Peter Braun	2026
Margaret Byrnes	2025
Anne Crosby	2026
Barbara Peskin	2025
Collette Sizer	2026
Terry Green (through 5/18/2024)	2027
Emergency Assistance Fund Committee	
Abigail Butt, Ex Officio (COA Director)	
Jennifer Coon (Church/Grange/COA)	2026
Lorraine Fiore (Church/Grange/COA)	2025
Timothy Higgins (Town Staff)	
Wendy Kusik (Church/Grange/COA)	2027
Mary Stechschulte (Church/Grange/COA)	2025
Garrett Yates (Church/Grange/COA)	2026
Green Energy Committee	
Roy Harvey	2025
Ed Kern	2025
Sue Klem	2025
Edmund Lang	2025
Paul Shorb	2025
CJ Volpone	2025

	Term Expires
Agricultural Commission	
Nancy Bergen	2026
Louise Bergeron	2027
Linda Emmanuel, Non-voting	2026
Sherry Haydock, Alternate	2025
Ari Kurtz (Conservation Commission)	2027
Kathleen Lomatoski, Alternate	2026
Ellen Raja	2027
Karen Seo, Alternate	2025
Roadway and Traffic Committee	
Kenneth Bassett (Tree Warden)	2027
Christian Bibbo (Superintendent of Public Works)	
Kimberly Bodnar (Select Board)	2025
Paula Cobb	2025
Jane Herlacher (Garden Club)	2025
Margaret Olson (Planning Board)	2025
Deborah Howe (through 7/15/2024)	
Bicycle and Pedestrian Advisory Committee	
Kimberly Bodnar (Select Board)	2025
John Mendelson	2026
Chris Murphy	2025
Margaret Olson	2025
Doug Carson (through 5/8/2024)	2025
David Onigman	2025
Virginia Reiner	2027
Robert Wolf	2027
Affordable Housing Trust	
Julie Brogan	2025
Evan Gorman (through 9/23/2024)	2025
George Georges	2025
Jennifer Glass (Select Board)	2025
Fuat Koro	2025
Terri Morgan	2025
Betty-Jane Scheff	2025

	Term Expires
Town Meeting Study Committee	
Sarah Cannon Holden (Moderator)	2025
Jim Hutchinson (Select Board)	2025
Ariane Liazos	2025
Kenneth Mitchell	2025
Jennifer Gundy Morris	2025
Taylor Ortiz	2025
Andrew Pang	2025
Ben Shiller	2025
Andy Wang	2025
Community Center Building Committee	
Sarah Chester	2025
Timothy Christenfeld (Through March 2024)	2025
Jonathan Dwyer (Select Board Representative)	
Rob Stringer (Parks & Recreation Representative)	2025
Ellen Meyer Shorb (Finance Committee)	2025
Todd Staples (At-Large)	2025
Susan H. Taylor (through 7/14/2024)	2025
Alison Taunton- Rigby (At-Large)	2025
Dilla Tingley (Council on Aging Representative)	2025
Krystal Wood (At-Large)	2025
Kim Rajdev (School Committee Designee)	2025
Inclusion, Diversity, Equity, & Anti-Racism (IDEA)	
Gray Birchby (Lincoln-Sudbury Regional Highschool Student)	2025
Jennifer Glass (Select Board Member)	2025
Rakesh Karmacharya	2025
Kenneth Hurd (through 5/8/2024)	2025
Russell Kramp	2025
Margaret McLaughlin	2025
Robert Stringer, III	2025
Susan H. Taylor (Lincoln Public School Committee Nominee)	2025
Albert Turner	2025
Hanscom Field Advisory Commission (HFAC)	
Christopher Eliot	2025
Hanscom Area Towns Study Committee (HATS)	
Ephraim B. Flint, Non-voting	2025
Jim Hutchinson (Select Board)	2025
Gerald Taylor, Non-voting (Planning Board)	2025
MBTA Advisory Board	
Andrew Glass	2025

Term Expires

Paula Vaughn	2026
Minuteman Adv.Group on Interlocal Coordination (MAGIC)	
Jennifer Glass	2025
Paula Vaughn	2025
Suasco Wild and Scenic River Stewardship Council	
Christine Dugan	2026
Minuteman Senior Services	
Wendy Kusik (Council on Aging)	continuing

APPOINTED BY THE TOWN CLERK

Term Expires

Deputy Town Clerk
Cara Maroney

Assistant Town Clerk
Stacey Carroll

Lisa Castro (through 3/6/2024)

Co-Director for the Town Archives
Melissa Roderick

APPOINTED BY THE TOWN CLERK AND LIBRARY DIRECTOR

Town Archivist
Matthew Lincoln

APPOINTED BY THE BOARD OF HEALTH

Burial Agent
Valerie Fox

Public Health Agent
Melanie Dineen
Shaun Jeffery

Public Health Nurse
Tricia McGean

Hazardous Waste Coordinator
Victoria Benalfew

APPOINTED BY THE CEMETERY COMMISSION

Cemetery Agent
Valerie Fox

APPOINTED BY THE MODERATOR

	Term Expires
Personnel Board	
Rosamond Delori	Continuing
Julie R. Dobrow	Continuing
Finance Committee	
Merrill Berkery	2026
Paul Blanchfield	2025
Fuat Koro	2025
Nancy Marshall	2027
Andrew Payne	2025
Richard Rosenbaum	2026
Ellen Meyer Shorb	2027

APPOINTED BY THE PLANNING BOARD

Battle Road Scenic Byway Committee	
Jennifer Curtin (Planning Department)	2025
Andrew Glass (Planning Board)	2026
Craig Nicholson (Planning Board)	2026

Housing Choice Working Group
Michelle Barnes (LLCT/ Rural Land Foundation)
William Churchill (Zoning Board of Appeals)
Rachel Drew (Housing Commission)
Steve Gladstone (Water Commission)
Jennifer Glass, Associate (Select Board)
Andrew Glass (Historical Commission)
John Maclachlan (School Board)
Geoff McGean (Rural Land Foundation)
Craig Nicholson (Planning Board)
Terry Perlmutter (Council on Aging)
Kathleen Shepard (Conservation Commission)
Gerald Taylor (Planning Board)

APPOINTED BY VARIOUS BOARDS AND COMMITTEES

	Term Expires
Community Preservation Committee	
Craig Donaldson (Select Board Appointee)	2027
Neil Feinberg (Housing Commission Appointee)	2027
Evan Gorman (through 4/5/2024)	2027
Ephraim B. Flint (Planning Board Appointee)	2027
Margaret Olson (through 4/5/2024)	2027
Andrew Glass (Historical Commission Appointee)	2027
Allen Vander Meulen (through 4/5/2024)	2027
Fuat Koro (Select Board Appointee) (FinCom)	2027
John Ottenberg (Select Board Appointee)	2025
Thornton Ring (Parks and Recreation Committee Appointee)	2027
Kathleen Shepard (Conservation Commission Appointee)	2026
Eric Zimmerman (Select Board Appointee)	2025
Capital Planning Committee	
Jacquelin Apsler (Library Trustees Appointee)	2026
Chris Burns (Select Board Appointee)	2027
Debra Daugherty (Select Board Appointee)	2026
Jim Hutchinson (Select Board Appointee) (Select Board)	2026
Audrey Kalmus (Select Board Appointee)	2025
Jacob Lehrhoff (School Committee Appointee)	2027
Adam M. Hogue (through 4/25/2024)	2027
Norman Levey (Moderator Appointee)	2025
Mark Masterson (Conservation Comm. Appointee through 6/30/24)	
Scholarship Fund Committee	
Carol Carmody (School Committee Appointee)	2025
Carolyn Dwyer (Moderator Appointee)	continuing
Aldis Russell (Select Board Appointee)	2026

OFFICE OF THE TOWN CLERK

Valerie Fox, Town Clerk
Cara Maroney, Deputy Town Clerk
Stacey Carroll, Assistant Town Clerk

The Office of the Town Clerk consists of three full-time employees, and we are proud to call ourselves public servants. Our goal is to serve the residents of Lincoln with integrity, efficiency and professionalism. Our responsibilities include managing the entire election cycle from early voting to post election certification, registering and issuing vital records, coordinating and responding to Public Records Requests and managing Lincoln's beautiful cemeteries. There are a host of other functions we perform from managing the Town resident and voter database for census purposes, to recording Town Meeting decisions with the Attorney General's Office. We also coordinate Conflict of Interest statutory filings all the way down to dog licenses, Do Not Solicit Lists and more. Cara Maroney has taken on many responsibilities as the Deputy Town Clerk and has become a vital addition to this office. Stacey Carroll has stepped into the role of Assistant Town Clerk. She is enthusiastic about learning office responsibilities and duties, and we are delighted to welcome her to the Office of the Town Clerk. Jennie Christenfeld assisted us with election preparations in the weeks leading up to the election. She is very knowledgeable and capable, and we appreciate how lucky we are to have her. We are very grateful to Margaret Flint for her weekly commitment to registering voters and keeping our voter list up to date. We would also like to recognize Peggy Valenzano for her support. Peggy's mastery of the office functions continues to be an invaluable benefit to us. We are also indebted to several volunteers who support the office: Lori Foley, Gus Browne, Carolyn Krusinski, Leslie Hunter and the many other committed volunteers who are invaluable during elections, Town Meetings, and all year long. In 2024 we had four elections with a lot of early voting hours and election related duties.

New election legislation introduced in June of 2022 expanded early voting services for early voting in-person and early voting by mail. This allowed towns to offer both opportunities for voting in municipal elections for the first time. Our office prides itself on its commitment to providing excellent service and will strive to provide voting by mail and in person at every opportunity.
Cemeteries: The Town Clerk acts as the Cemetery Agent for the town. Our office tends to the day-to-day operations of the Lincoln cemeteries, supporting the elected Cemetery Commissioners. This includes the selling of lots, arranging for interments, interacting with bereaved families, dealing with monument companies, arranging for Veteran's markers and managing landscaping issues. We coordinate with the DPW, who do an outstanding

job. Nathalie Rice assists with many of these functions effectively and kindly. The office is preparing for the digitization of cemetery records with an online platform called PlotBox. This will greatly enhance the ability to find where loved ones are interred in the cemetery and will assist the DPW in location of gravesites. For further information on the cemeteries, see the Cemetery Commission Report in this book.

Archives: The Town Clerk is Co-Director of the archives, with Melissa Roderick, Director of the library. The Archivist works in both the library and Town Office Building and is responsible for the custodianship of Town Records, which date from the mid-1600s. Matthew Lincoln, our archivist, works every Monday and Tuesday and is available to assist you.

Vital Records: The Town Clerk's Office bears responsibility for registering all the vital records for the town. The number of deaths recorded at Care Dimensions Hospice House has continued to increase. We strive to be of any assistance that we can in people's time of need.

Town Meeting: We held the Annual Town Meeting on March 23, 2024, in the Donaldson Auditorium, the Reed Gymnasium and the Learning Commons at the school. A total of 974 voters showed up to express their opinions and support local democracy. See the minutes of the Annual Town Meeting elsewhere in this report.

Elections: Lincoln had four Elections this year, which were held in the Reed Gym. Once again, Lincoln's finest volunteers managed the process seamlessly. The post office went above and beyond to deliver ballots every day without delay. I know many ballots were delivered to households on the same day that they were mailed from this office. Donelan's provided complimentary coffee and refreshments for our poll workers, and all elections went very well.

With four elections in 2024, we are indebted to our many volunteers. We are very fortunate to have over 160 volunteers who have covered long, stressful but always rewarding shifts at elections. Having neighbors and friends greet and serve you makes a huge difference to our voters and certainly to our office. We couldn't possibly do this without all their help. At least 50 people are needed to cover the four shifts during a Presidential Election. That equates to 200 volunteer hours to run an election. It took over 276 volunteer hours to offer twelve days of Early Voting in Person here at Town Hall. This allows our office to focus on processing mail in ballots. In an effort to show our gratitude, we honored our volunteers with an appreciation breakfast at the Pierce House. It was a very small token of our enormous gratitude. We are always glad to welcome new volunteers, please follow up with me to be added to our election volunteer list.

Records Access Officer: The Town Clerk serves as the Chief Records Access Officer for Lincoln and as such, bears the responsibility of ensuring that timelines and statutory obligations are met when public request records are received for the Town Office, School, and Public Safety departments. The Town Clerk's Office received 37 of 90 Public Records requests through our online request portal. Most of the requests pertain to election voter lists. Public Safety received 12 requests, and the Finance Department received 16.

We continue to manage our responsibilities with pleasure and thank you to all who assist us. The Town Clerk's Office is fortunate to have a fantastic crew of Senior Tax Work-off residents as well as residents who have yet to achieve "senior status". We are grateful to have such a deep talent pool from which to draw upon, but we would gladly welcome additional volunteers.

We all look forward to serving you again this year.

Respectfully submitted,

Valerie Fox

Vital Statistics

The Registry of Vital Records and Statistics, part of the Massachusetts Department of Public Health, is the state agency responsible for managing a comprehensive state-wide system of vital records; all vital records are locally created. Birth and death records are filed in both the town of occurrence and the town of residence, for convenience. The Registry was expecting to roll out a new database for death registrations in 2024 however this has been postponed. The most significant change will be the ability of Funeral Homes to amend Death Records which will relieve the Town Clerk's Office of this function.

The number of deaths registered has increased since last year, from 577 in 2023 to 608 in 2024. Of these, 69 were Lincoln residents, of which 63 were veterans. Death records are initiated by funeral homes who input most of the data. This information is not always accurate, and significant time is spent on amendments and corrections to death records. The creation of vital records requires complete accuracy, as they are legal documents and will be used by generations to follow.

Features of Lincoln's Vital Records include:

- There was a increase in the number of births from 64 in 2023 to 72 in 2024. There were 36 female births and 36 male births. Most births were to Hanscom parents; 44 were HAFB births, and 25 were outside of the base. Three babies were born at home.
- There were 12 marriage intentions filed in the Town Clerk's Office. Four of these were either current residents or people who grew up in Lincoln. It is always lovely to see couples come back to file intentions.
- There were 608 deaths registered in Lincoln. Sixty-three were veterans, four served in World War II, 20 served in Korea, and 25 served in Vietnam. One veteran served in the Gulf War and 11 in peace-time. Two veteran's records did not contain branch of service.

Online payment options continue to increase in popularity with residents. There were 3,400 death certificates issued this year, of which 2,312 were requested through our online portal. There were 122 birth certificates of which 29 were requested online, there were 110 marriage certificates requested of which 20 were requested online. In total, 3,632 vital records were issued during 2024.

Another interesting fact is that we registered 656 dogs and one kennel. Thank you to all the devoted dog owners who license their dogs promptly. We love to meet you and your dogs.

TOWN OF LINCOLN, MASSACHUSETTS
ANNUAL TOWN MEETING
Saturday, March 23, 2024

Pursuant to a Warrant duly served, the Meeting was called to order, in the Donaldson Auditorium by the Moderator, Ms. Sarah Cannon Holden, at 9:30 a.m. The Return of Service for the Warrant was read, and a quorum being present (974 voters throughout the day), the following business was transacted:

Before introducing the Consent Calendar, the Moderator offered thanks to the many volunteers and staff who offer support on the day of and lead up to Town Meeting, and makes fond acknowledgement of the contributions to the life of our community of those Lincoln residents who have passed away in the year since Town Meeting was last convened.

After a quick review of Town Meeting protocol, the Moderator announced that Article 1 refers to the Annual Town Election and introduced the Consent Calendar. Pursuant to Article II, Section 13 of the General Bylaws, a Motion was made and seconded to adopt the motions listed under the articles on the Consent Calendar. The motion was carried unanimously.

ARTICLE 2 Proposed by the Select Board
Voted: Unanimously

That John MacLachlan, Allen Vander Meulen, and Evan Gorman be elected Fence Viewers, and that Terry Green, Don Milan, Tom Casey, and Richard Selden be elected Measurers of Wood and Bark, for the ensuing year.

ARTICLE 3 Proposed by the Planning Board
Voted: Majority

Margaret Olson, Chair of the Planning Board read a report recommending support for this by-law. She also read a letter from dissenting members of the Planning Board, Ephraim Flint and Lynn DeLisi.
Michelle Barnes, Chair of the Rural Land Foundation presented a motion to amend the density of residential units in various districts. The amendment was accepted. Deborah Howe presented on why it would be favorable to defer making a decision until further consensus could be reached. David Onigman presented on supporting the bylaw. The question was called and the motion as amended passed by simple majority.

That the Zoning Bylaw, and Zoning Map be amended to create a multi-family overlay district that meets the requirements MGL Chapter 40A, Section 3A; and to create a mixed-use district that meets the requirements of a mandatory

mixed-use district, and further that non-substantive changes to the numbering of this bylaw be permitted to comply with the numbering format of the Town of Lincoln Zoning Bylaw.

Section 23, add new definitions as follows:

3A District: An overlay district that complies with M.G.L., c. 40A, s. 3A which requires an MBTA community to have a zoning ordinance or bylaw that provides for at least 1 district of reasonable size in which multi-family housing is permitted as of right without age restrictions and suitable for families with children. Such district must have a minimum gross density of 15 units per acre, subject to any further limitations imposed by Section 40 of chapter 131 and title 5 of the state environmental code per section 13 of chapter 21A, and be located not more than .5 miles from a commuter rail station, subway station, ferry terminal or bus station, if applicable.

Executive Office of Housing and Livable Communities (EOHLC): The Massachusetts Executive Office of Housing and Livable Communities formerly known as the Department of Housing and Community Development (DHCD).

Live/Work Unit: A Live/Work unit is defined as a single unit consisting of both a commercial or office component and a residential component that is used and occupied by the same resident. The live/work unit shall be the primary dwelling of the occupant. Live/Work units are allowed only in mixed-use zoning districts and mixed-use overlay districts. The uses shall be consistent with the allowed uses in each subdistrict. Live/work units are limited to five non-resident workers.

Multi-Family Housing: A building with 3 or more residential dwelling units or 2 or more buildings on the same lot with more than 1 residential dwelling unit in each building.

Street Activating Uses: Uses designed to enhance pedestrian activity on sidewalks and nearby areas, and thereby create a sense of community or neighborhood by providing an interesting, lively, and active presence at street level. Street Activating Uses are those open to the public including but not limited to non-residential uses such as shops, restaurants, offices, and other service activities.

Street Activating Uses may also include spaces accessory to residential uses in multi-family or mixed-use buildings such as fitness or community rooms, and lobbies if they have access directly to a private or public sidewalk, or street. Fitness rooms and community rooms that are available to the public by membership or other payment or fee plan will be considered open to the public and not merely accessory to

residential uses. The Planning Board will have the discretion to determine if a particular use is a Street Activating Use.

12.9 Multi-Family and Mixed-Use Overlay Districts. The Multi-Family and Mixed-Use Overlay Districts are herein established as overlay districts. The Districts and their subdistricts are described on a map entitled "Town of Lincoln Massachusetts, Zoning Map Multi-Family and Mixed-Use Overlay Districts", with district boundary lines based on Town of Lincoln GIS maps, dated March 2024. All maps are hereby made a part of this Zoning Bylaw and are on file in the office of the Town Clerk.

Purposes:

(a) Ensure compliance with M.G.L. c. 40A, s. 3A.
(b) Promote multi-family housing near public transportation and major transportation routes.
(c) Ensure pedestrian-friendly development by permitting denser housing in areas close to public transportation, shopping, and local services.
(d) Respond to local and regional needs for housing by promoting a variety of housing options.
(e) Promote affordable housing by permitting a variety of housing options with inclusionary housing requirements.
(f) Create a vibrant and pedestrian-friendly village center by encouraging the development or redevelopment of a mix of residential and non-residential uses in proximity to the Lincoln Commuter Rail Station.
(g) Promote affordable housing by permitting a variety of housing options with inclusionary housing requirements.
(h) Maintain a high level of quality and design that respects and enhances the visual character of Lincoln.
(i) Support reductions in greenhouse gas emissions by enabling housing near transit and amenities.
(j) Meet the goals of the Town of Lincoln Comprehensive Plan.
(k) Ensure a predictable and efficient development review and permitting process.

The Overlay Districts shall not replace existing zoning districts but shall be superimposed over them. The provisions of this section apply only to developments on a lot located entirely within an Overlay District or one of its subdistricts and where the property owner has elected to comply with the requirements of the overlay district, rather than complying with those of the underlying zoning district. Other than as expressly stated herein, all provisions of the underlying zoning of a parcel shall apply.

Procedures and Regulations.
Development proceeding under this section shall be allowed by right and shall be subject to Site Plan Review by the Planning Board under Section 17. The Planning Board may adopt rules and regulations and/or Design Guidelines to advance the purposes, and to assist with the implementation, of this Section. Any development shall meet the relevant and applicable design criteria contained herein and in the Design Guidelines adopted pursuant to this Section.

12.9.1 The 3A District: An Overlay District to comply with G.L. c. 40A, s. 3A.

12.9.1.1 Permitted Uses:

The Uses in this section are permitted by right, subject to Site Plan Review.

Residential Uses:

(a) All developments under this section shall include Multi-Family housing.
(b) All residential uses under this section shall be Multi-Family housing.
(c) Accessory uses for residential uses are permitted to the same extent they would be permitted in the R-1 District.

Non- Residential Uses:

Subdistricts of the 3A District that allow mixed-use development may include the following nonresidential uses:

(a) Stores for retail sales, provided that all displays and sales are conducted within a building, except as hereinafter provided, and where no significant manufacturing, assembly or packaging occurs on the premises.

Retail stores may, subject to such conditions as the Planning Board may impose, conduct outdoor displays and/or sales pursuant to a plan submitted to and approved by the Planning Board showing the area in which the sale is to take place, the proposed dates and hours of operation, and any other pertinent facts.

(b) Retail service establishments, including but not limited to banks, private retail postal and/or delivery services, hair salons, laundry and dry cleaning pick up, shoe repair, fitness or other exercise or wellness studio and other similar retail service establishments.
(c) Live/ work units.
(d) Business, or professional offices including professional medical offices.
(e) Studios, craft workshops, and similar uses, including retail sales of products produced on the premises provided that there is no outdoor storage of equipment, and the use does not cause offensive noise, odor, smoke, dust, or other offensive characteristics beyond the premises.
(f) Food services, catering, bakeries, cafes, and restaurants provided that complete and satisfactory information has been presented to the Planning Board under Site Plan Review which shall also include review of the criteria listed in Section 9.2 of this Zoning Bylaw.
(g) Bed and Breakfast Inn, an owner occupied residence providing overnight accommodations including breakfast.
(h) Municipal or public utility use.
(i) Post Office, MBTA rail station or stop, bus stop.
(j) Any other business determined to be sufficiently similar by the Planning Board to any permitted use under this section.
(k) Uses accessory to the foregoing.

12.9.1.2 Uses Not Permitted:

The following uses are not permitted in the 3A District:

(a) Service station or repair shop for motor vehicles, and other light equipment.
(b) Sale or rental of heavy equipment.
(c) Manufacturing and assembly.

(d) Offices or other facilities for general building, building maintenance, landscaping, electrical and similar contractors that include outdoor storage of supplies, tools, equipment, and vehicles incidental to actual conduct of the activity.
(e) Private postal or delivery service distribution or consolidation center.
(f) Drive-in or drive-through services as part of an allowed use in Section 12.8.1.2 are prohibited, except by Special Permit from the Planning Board.
(g) Gun vendors including retail sales and/or manufacturing of guns or parts thereof.

12.9.1.3 Subdistricts

The 3A District is divided into three subdistricts. Dimensional and use rules are modified for each subdistrict as follows:

1. Lincoln Woods Subdistrict:

(a) Uses Permitted: Multi-Family housing only.
(b) Dimensional Controls: Development Regulations under Section 13 and other Zoning Bylaw requirements shall apply except as are modified as follows:

1. Height: Maximum Height shall be 36'.
2. Lot Area: Minimum Lot Area is not applicable.
3. Yards: Front, Side, and Rear yards shall be a minimum of 25'.

   Front Yards may only be used for public uses such as landscaping, benches, tables, seating, play areas, public art, or similar features.

4. Frontage: Minimum lot frontage shall be 50', or less if otherwise approved by the Planning Board under Site Plan Review.
5. Width of Lot: Width of Lot shall not be applicable.
6. Lot Coverage: Lot Coverage shall not be applicable.
7. Building and Parking Coverage: The footprint of the building and associated

parking areas shall not be greater than 50% of the lot area.

8. Stories: A maximum of three stories is permitted.
9. Parking:
   There shall be a minimum of one parking space required for each residential unit. Parking shall not be located in front of buildings except as approved by the Planning Board.

10. Density: A maximum density of 10 residential units per acre is permitted.

2. Lincoln Road/ Lewis Street Subdistrict

(a) Uses Permitted: Multi-Family and Mixed-Use with Multi-Family as set forth in Sections 12.9.1.1 and 12.9.1.2 above.

(b) Dimensional Controls: Development Regulations under Section 13 and other Zoning Bylaw requirements shall apply except as modified as follows:

1. Height: Maximum height shall be 36’ for residential buildings and 42’ for mixed-use buildings.
2. Lot Area: Minimum Lot Area shall not be applicable.
3. Yards: Front and Side yards shall be a minimum of 15’ and rear yards shall be a minimum of 25’. Front Yards may only be used for public uses such as landscaping, benches, tables, seating, play areas, public art, or similar features.
4. Frontage: Minimum Lot Frontage shall be 50’, or less if otherwise approved by the Planning Board under Site Plan Review.
5. Width of Lot: Width of Lot shall not be applicable.
6. Lot Coverage: Lot Coverage shall not be applicable.
7. Building and Parking Coverage: The footprint of the building and associated parking areas shall not be greater than 50% of the lot area.

8. Stories: A maximum of three stories is permitted.
9. Parking:

   There shall be a minimum of one parking space required for each residential unit. Parking for non-residential uses shall be in accordance with Section 15 of the Zoning Bylaw or per the approved Site Plan. Parking shall not be located in front of buildings, except as approved by the Planning Board.
   Mixed-Use Developments under this section may provide fewer parking spaces where, in the determination of the Planning Board, proposed parking is found to be sufficient to meet the needs of the development. In making such a determination the Planning Board may consider the extent to which the following, or similar, factors will likely result in a reduced demand for parking: complementary uses, proximity to public transportation, proximity to municipal and street parking, transportation demand management (TDM) measures, and shared parking arrangements.
10. Density: A maximum density of 12 residential units per acre is permitted.

3. Codman Road Subdistrict

   (a) Uses Permitted: Multi-Family uses only.
   (b) Dimensional Controls: Development Regulations under Section 13 and other Zoning Bylaw requirements shall apply except as modified as follows:

      1. Height: Maximum Height shall be 36'.
      2. Lot Area: Minimum Lot Area is not applicable.
      3. Yards: Front and Side yards shall be a minimum of 30', and Rear yards shall be a minimum of 50'.

         Front Yards may only be used for public uses such as landscaping, benches, tables,

seating, play areas, public art, or similar features.

4. Frontage: Minimum lot frontage shall be 50'.
5. Width of Lot: Width of Lot shall not be applicable.
6. Lot Coverage: Lot Coverage shall not be applicable.
7. Building and Parking Coverage: The footprint of the building and associated parking areas shall not be greater than 50% of the lot area.
8. Stories: A maximum of three stories is permitted.
9. Parking: There shall be a minimum of one parking space required for each residential unit. Parking shall not be located in front of buildings except as approved by the Planning Board.
10. Density: A maximum density of 10 residential units per acre is permitted.

12.9.2 Village Center Overlay District

12.9.2.1 Permitted Uses:

The Uses in this section are permitted by right, subject to Site Plan Review or pursuant to a Special Permit granted by the Planning Board where applicable.

Residential Uses:

(a) All developments under this section that front Lincoln Road shall be mixed-use and shall include Multi-Family housing.
(b) All residential uses under this section shall be Multi-Family housing.
(c) Accessory uses for residential uses are permitted to the same extent they would be permitted in the R-1 District.

Non-Residential Uses:

(a) Stores for retail sales, provided that all displays and sales are conducted within a building, except as hereinafter provided, and where no significant manufacturing, assembly or packaging occurs on the premises.

Retail stores may, subject to such conditions as the Planning Board may impose, conduct outdoor displays and/or sales pursuant to a plan submitted to and approved by the Planning Board showing the area in which the sale is to take place, the proposed dates and hours of operation, and any other pertinent facts.

(b) Retail service establishments, including but not limited to banks, private retail postal and/or delivery services, hair salons, laundry and dry cleaning pick up, shoe repair, fitness or other exercise or wellness studio and other similar retail service establishments.

(c) Post Office, MBTA rail station or stop, bus stop.

(d) Live/work units.

(e) Business, or professional offices including professional medical offices.

(f) Studios, craft workshops, and similar uses, including retail sales of products produced on the premises provided that there is no outdoor storage of equipment, and the use does not cause offensive noise, odor, smoke, dust, or other offensive characteristics beyond the premises.

(g) Food services, catering, bakeries, cafes, and restaurants provided complete and satisfactory information has been presented to the Planning Board under the Site Plan Review process as listed in Section 9.2 of this Zoning Bylaw.

(h) Bed and Breakfast Inn, an owner- occupied residence providing overnight accommodations including breakfast.

(i) Municipal or public utility use.

(j) Any other business determined to be sufficiently similar by the Planning Board to any permitted use under this section.

(k) Uses accessory to the foregoing.

12.9.2.2 Uses Not Permitted:

(a) Service station or repair shop for motor vehicles, and other light equipment.
(b) Sale and rental of heavy equipment.
(c) Manufacturing and assembly.
(d) Offices for general building, building maintenance, landscaping, electrical and similar contractors that include outdoor storage of supplies, tools, equipment, and vehicles incidental to actual conduct of the activity.
(e) Private postal or delivery service distribution or consolidation center.
(f) Drive-in or drive-through services as part of an allowed use in Section 12.9.2.2 are prohibited, except by Special Permit from the Planning Board.
(g) Gun vendors including retail sales and/or manufacturing of guns or parts thereof.

12.9.2.3 Dimensional Controls

(a). Development Regulations under Section 13 and other Zoning Bylaw requirements shall apply except as modified as follows:

1. Height: Maximum height shall be 36' for residential buildings and 42' for mixed-use buildings.
2. Lot Area: Minimum Lot Area shall not be applicable.
3. Yards: Front, Side, and Rear yards shall be a minimum of 25 feet.

   Front Yards may only be used for public uses such as landscaping, benches, tables, seating, play areas, public art, or similar features.
4. Frontage: Frontage shall be 50', or less if otherwise approved by the Planning Board under Site Plan Review.
5. Width of Lot: Width of Lot shall not be applicable.
6. Lot Coverage: Lot Coverage shall not be applicable.
7. Stories: A maximum of three stories is permitted for all buildings.

8. Parking: There shall be a minimum of one parking space required for each residential unit. Parking for mixed-use developments shall be per the approved Site Plan. The Planning Board may consider complementary uses, proximity to public transportation, proximity to municipal and street parking, transportation demand management (TDM) measures, and shared parking arrangements. Parking shall not be in front of buildings except as approved by the Planning Board.
9. Density: A maximum density of 15 residential units per acre is permitted.
10. Required Commercial Use: A minimum of 80**%** of the building's ground floor frontage facing the public road and the first 100' of the primary access must be commercial or Street Activating Uses. Specifically, a minimum of 60% of such frontage must consist of retail, restaurant, service, or other commercial uses. 20% of such frontage may be Street Activating Uses that are accessory to a residential use such as a fitness room, community room, reading room etc.

    In addition, a minimum of 33% of the gross floor area of all buildings on the lot must be dedicated to commercial use.

11. Window Glazing of street floor commercial space shall be transparent. Specific requirements are contained in the Design Guidelines.

12. Bicycle and other Mobility/Transportation Aids Storage: All residential buildings shall provide an indoor ground floor storage area for bicycles and other transportation or mobility aids.

28.9.3 General Provisions

28.9.3.3 To the extent that property to be developed under sections 12.9.1 and/or 12.9.2 is subject to the requirements of section 12.2, Wetland and Watershed Protection , and/or section 12.4 Aquifer Protection and Watershed Protections, the review and approval under said districts shall be conducted by the Planning Board, which shall issue a permit upon a finding that the requirements and criteria of said sections 12.2 and/or 12.4 have been met.

12.9.3.2 Inclusionary Zoning:

In any development on a lot consisting of one building or multiple buildings, where such development contains six (6) or more Dwelling Units, at least 15% of the Dwelling Units shall be Affordable Housing Units. Such Affordable Housing Units shall be affordable to households earning up to 80% of Area Median Income and shall meet the requirements of a subsidized housing unit for purposes of inclusion in the Town's Subsidized Housing Inventory. Such units shall remain affordable in perpetuity. Where the calculation results in a fraction of a unit of .5 or greater, the number of required units shall be rounded up to a full unit. If EOHLC determines in writing that the Town has not shown this 15% requirement to be feasible, at least 10% of such dwelling units shall be Affordable Housing Units which shall comply with the requirements of this section.

Fees in lieu of affordable units may be used, to the extent permitted by law and with the approval of the Planning Board in consultation with the Lincoln Affordable Housing Trust. With such approval, the applicant may contribute to the Lincoln Affordable Housing Trust an amount in cash equal to or greater than the value of development and construction of such affordable housing units.
Sections 14.5.4.1 through 14.5.4.4 of the Zoning Bylaw are incorporated herein by reference.

No certificate of occupancy for a Dwelling Unit in a development permitted under this section shall be issued until the regulatory agreements for the Affordable Housing Units are recorded.

12.9.3.3 Building Energy Requirements
Energy Requirements will be governed by the Massachusetts Building Code including the Town of Lincoln General Bylaw Article XI Miscellaneous, Section 17 Stretch Energy Code as may be amended.

Town of Lincoln, Massachusetts, Zoning Map, Multi-Family and Mixed-Use Overlay Districts
March 2024

ARTICLE 4 Proposed by the Select Board
Voted: Passed 2/3 Majority

That the Town appropriate the amount of twenty-four million twenty thousand dollars ($24,020,000), to be expended under the direction of the Select Board-appointed Community Center Building Committee (CCBC), for costs of designing, renovating, constructing, rebuilding, equipping, and furnishing a new Community Center to be located in the Hartwell complex of the Ballfield Road school campus, Lincoln, MA, including the payment of all costs incidental or related thereto. To meet this appropriation: 1) the Treasurer is authorized, with the approval of the Select Board, to borrow $15,770,000 under the provisions of G.L. c.44B, G.L. c.44 and/or any other enabling authority and to issue bonds or notes of the Town therefor; said borrowing authorization may be reduced by the amount of any grants or gifts paid to the Town for the project 2) the sum of $4,750,000 be transferred from the Stabilization Fund; and 3) the sum of $2,000,000 be transferred from Free Cash; provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters of a ballot question to exclude the amounts required in order to pay principal of and interest on the bonds, notes or certificates of indebtedness issued for said building project pursuant to the provisions of M.G.L. Chapter 59, Section 21C, Proposition 2 ½, so called.

Further, that the Select Board is authorized to (i) lease a portion of the Hartwell complex property to be used by a solar energy provider to erect, operate and maintain solar energy facilities, (ii) enter into renewable energy power purchase and/or net metering credit or similar agreements, with such agreements to be for a term of up to 30 years and on such other terms as the Select Board deems in the best interest of the Town; and (iii) enter into payment in lieu of tax agreements pursuant to G.L. c.59, §38H(b) in connection with such facilities; and to take whatever additional action may be required to effectuate said lease and solar agreements or the provision of this vote.
Footnote: Private contributions in the amount of $1,500,000 will supplement the Town's appropriation of $22,520,000 to support a total project budget of $ 24,020,000.

ARTICLE 5 Proposed by the Select Board
Voted: Unanimously

That the Town vote to act on a recommendation from the Select Board and Finance Committee and present the annual Bright Light Award to Karen Boyce for her devoted leadership of the Lincoln Food Pantry, and to appropriate and transfer from Free Cash the sum of $500.00 to support this award.

ARTICLE 6 Proposed by the Select Board
Voted: Majority

That the Town vote to raise and appropriate the sum of $35,000 to purchase an electronic voting system, including the cost of training and maintenance.

ARTICLE 7 Proposed by the Finance Committee
Voted: Unanimously

That the Town vote to adopt as the FY25 budget appropriation the recommendations listed in the report of the Finance Committee, printed on pages 54-59 inclusive of the Financial Section and Warrant for the 2024 Annual Town Meeting, with the following exceptions:
And that all items be raised by taxation except to the following extent:

Dept. 1491	**Cemetery Department-Expenses**- $5,000 to be transferred from Cemetery Perpetual Care Trust Fund Income-Expendable Trust.
Dept. 1171	**Conservation Commission- Personnel Services**- $21,000 to be transferred from the Wetlands Protection Fees-Receipts Reserved for Appropriation.
Dept. 1290	**Town Offices- Personnel Services**- $71,000 to be transferred from the Hanscom Fund.

Dept. 1290 **Town Offices- Personnel Services**- $60,000 to be transferred from the Water Enterprise Fund.

Dept. 1331 **Lincoln-Sudbury Regional High School-Assessment-**$9,000 to be transferred from the PEG Access Cable Fund.

Dept. 176-17754 **Debt Service- Principal & Interest**- $947 to be transferred from various Premium on the Sale of Bonds accounts.

Dept. 61451 **Water Department**

•**Personnel Services**- $760,450 to be transferred from the Water Enterprise Fund

•**Expenses-** $915,300 to be transferred from Water Enterprise Fund

•**Debt Service-** $348,000 to be transferred from Water Enterprise Fund

Dept. 614513 **Water Department- Emergency Reserve**- $75,000 to be transferred from Water Enterprise Retained Earnings (Water Surplus).

ARTICLE 8 Proposed by the Capital Planning Committee
Voted: **Unanimously**

That the Town vote to accept the report of the Capital Planning Committee and that the following amounts (Items A – Q) be appropriated as stated in the table below for the following purposes, including, in each instance, all costs incidental and related thereto:

FY25 CAPITAL PROJECTS				
	ITEM	$ AMT	SPONSOR	FUNDING SOURCE
A	To fund the purchase of a digital records and mapping program, and any related expenses, for use by the Lincoln Cemetery Commission in support of cemetery functions.	$24,200	Select Board	Raise and appropriate by taxation
B	To fund the purchase of a work truck, and any related equipment, for use by the Conservation Department, and to authorize the disposal of, by sale	$ 43,938	Select Board	Raise and appropriate by taxation

	or otherwise, any related excess vehicles or equipment.			
C	To fund the purchase of a power rake tractor attachment, and any related equipment, for use by the Conservation Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$5,387	Select Board	Raise and appropriate by taxation
D	To fund the purchase of a front-end loader, and any related equipment, for use by the Department of Public Works, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	$250,000	Select Board	Raise and appropriate by taxation
E	To fund the purchase of an SCBA air supply fill station, and any related equipment, for use by the Fire Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	$78,000	Select Board	Raise and appropriate by taxation
F	To fund the purchase and installation of a network electronics upgrade, and any related expenses, by the Information Technology Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$95,000	Select Board	Raise and appropriate by taxation
G	To fund the Lincoln School's share of the purchase of a maintenance vehicle,	$40,000	Lincoln School Committee	Raise and appropriate by taxation

	and any related equipment, for use by the School Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.			
H	To fund the Lincoln School and Town share of the purchase of a vehicle for the Facilities Director, and any related equipment, for use by the Facilities Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	$46,500	Lincoln School Committee & Select Board	Raise and appropriate by taxation
I	To fund the purchase and installation of a wireless access point upgrade, and any related equipment, by the School Department, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$64,787	Lincoln School Committee	Raise and appropriate by taxation
J	To fund the study and design of a wooden window curtain wall replacement at the Hartwell Main building, and any related expenses, by the School Department.	$15,000	Lincoln School Committee	Raise and appropriate by taxation
K	To fund Lincoln's share of exterior masonry repairs, and any related expenses, at the Lincoln Sudbury Regional High School, by the Lincoln Sudbury	$19,035	Lincoln-Sudbury Regional High School Committee	Raise and appropriate by taxation

	Regional High School Committee.			
L	To fund Lincoln's share of the replacement of lighting control analog panels, and any related expenses, by the Lincoln Sudbury Regional High School Committee, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$21,015	Lincoln-Sudbury Regional High School Committee	Raise and appropriate by taxation
M	To fund Lincoln's share of a network wi-fi upgrade, and any related expenses, by the Lincoln Sudbury Regional High School Committee, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$10,348	Lincoln-Sudbury Regional High School Committee	Raise and appropriate by taxation
N	To fund the purchase of nine (9) ballistic vests and carriers for the Police Department, and any related equipment, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$26,654	Select Board	Raise and appropriate by taxation
O	To fund the purchase and equipping of one replacement marked hybrid cruiser, and any related equipment, for the Police Department, and to authorize the disposal of, by sale or otherwise, any related excess vehicles or equipment.	$64,729	Select Board	Raise and appropriate by taxation

P	To fund the replacement of the Town Hall lighting controls, and any related expenses, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$200,000	Select Board	Raise and appropriate by taxation
Q	To fund the replacement of boilers in the public safety building, and any related equipment, and to authorize the disposal of, by sale or otherwise, any related excess equipment.	$115,000	Select Board	Raise and appropriate by taxation
	Total Cash Capital Appropriations	$1,119,593		

Article 8 Explanations

This article proposes projects recommended by the Capital Planning Committee. The descriptions of the proposed projects/actions are contained below:

A. **Digital Records and Mapping Program –** This program will enable the Cemetery Commission to maintain valuable digital records and maps, making them readily available to the DPW, administrators, funeral homes, monument companies and the public. Original Records are in paper form and include statutorily required Burial and Disposition Permits, cremation certificates, authorizations for interment, lot owner cards, interment cards, original deeds and cards identifying each individual interred within a lot. A digital program displays cemetery records in an easily accessible, readable, and consistent format, while preserving our original records.

B. **Work Truck –** This work truck would replace the Conservation Department's primary work truck, a 2012 Chevy Colorado, which is used daily by staff to access the Town's trail system for maintenance and to transport equipment and material. The current vehicle's frame is rusted and shows signs of serious corrosion which may lead to a failure of the vehicle's engine or frame.

C. **Power Rake Tractor Attachment –** The power rake is essential for maintaining and repairing Lincoln's conservation land parking lots and access roads. Last year, Town Meeting approved $10,646 for the purchase of a 72-inch power rake for the Conservation Department. Unfortunately, by the time funds were authorized to purchase, the item cost had risen over the allocated budget. Therefore, the Conservation Department is requesting an additional $5,387 to cover the current cost of the power rake, including additional contingency.

D. **Front-end Loader –** This front-end loader will replace the Highway Department's existing 1994 John Deere loader. The new loader will serve as both a general construction vehicle and a critical piece of equipment during winter maintenance operations. The loader will be used on a daily basis to support Department functions including general construction, emergency and critical response, and roadway winter maintenance.

E. **SCBA Air Supply Fill Station –** This unit filters and fills the air for Fire Department breathing tanks. There are 56 air bottles that are filled and/or topped off on a weekly basis. The current unit is 20 years old and had a major malfunction recently. A temporary repair has been made, but there is concern that the unit may soon fail entirely.

F. **Network Electronics Upgrade –** This upgrade will replace switches and other related hardware at Town Hall, Council on Aging, Public Safety, and the library. The current switches are 12 years old and are beginning to fail. They also do not have sufficient management capability to allow for cybersecurity upgrades required by the Town's insurance carrier and cannot handle the faster speeds of new equipment. The replacement switches will provide better monitoring, security, speed, and auditing capabilities, and will also allow us to accommodate a newer fiber optic network as our current one will need to be replaced in the next couple of years.

G. **School Maintenance Vehicle** – The Lincoln Public Schools are requesting funds to purchase their share (50%) of the cost of a new maintenance vehicle. The remaining funding will come from the Hanscom School Contract. The current maintenance vehicle is approaching 14 years old, has significant frame rust, the brakes at the end of their useful life and overall repair costs are approaching

the value of the vehicle. The new truck will be equipped with tool storage, a lift gate, and the capability to tow trailers.

H. **Facilities Director Vehicle** – The requested funds will be used to replace the Facilities Director's vehicle, the costs of which are shared among the School Department, Town, and Hanscom. The Facilities Director is provided with a full-time vehicle in order to respond to situations at any time. This vehicle would be a fuel-efficient hybrid or electric vehicle that is equipped with 4WD or AWD and would be capable of storing/ transporting the necessary tools or equipment needed for daily and emergency operations.

I. **Wireless Access Point Upgrade –** The Lincoln Pre k-8 building currently has 67 wireless access points to support over 750 student and faculty laptops, iPads, and other devices. The vast majority of these wireless access points do not support current technology standards. The new Lincoln School building was built to support this next generation of wireless access points, including cabling for outdoor access points that would support outdoor learning activities. This purchase is also eligible for partial refunding through the current FCC E-Rate Category 2 program.

J. **Study and design of Hartwell Main wooden window curtain wall replacement –** This would fund an engineering assessment of the condition of the exterior walls and windows of the Hartwell Main building on Ballfield Road, in order to make the building more energy efficient. It would consider improvements such as replacing windows, insulating walls, repointing brick, replacing structural wall framing as necessary and potentially upgrading unit ventilators along exterior walls.

K. **Exterior masonry repairs –** This request is Lincoln's share of the funds needed to repair an exterior stairwell at Lincoln Sudbury Regional High School. The current stairwell was installed with the new school construction in 2004 and is significantly deteriorated.

L. **Lighting Control Analog Panels** – This request is Lincoln's share of the funds needed to purchase and install equipment to replace the original lighting control panels at Lincoln Sudbury Regional High School. Current controls were originally installed in 2004, and they are no longer supported by the manufacturer or repair vendors.

M. **Wireless Access Point Upgrade** – This request is Lincoln's share of funds to upgrade wireless access points throughout the Lincoln Sudbury Regional High School building. The group of access points being replaced were installed in 2019 and have a 5-year useful life cycle. Replacing them will provide more robust and stable connectivity for all users, guests, and community members. This purchase is also eligible for partial refunding through the current FCC E-Rate Category 2 program.

N. **Ballistic Vests –** The Police Department is requesting funds to replace nine ballistic vests. The warranty on these vests expires in July 2024.

O. **Marked Hybrid Cruiser** – The Police Department is requesting funds to replace a 2019 marked police utility, gas engine vehicle with a 2024 marked police utility, hybrid vehicle. Police vehicles turn over routinely due to round-the clock use and idle time and become prohibitively expensive to maintain. This request is in accordance with the department's fleet maintenance plan.

P. **Town Hall Lighting Controls** – These funds would replace the lighting controls in the Town Hall building. The current system was discontinued shortly after installation in 2014, and there is no upgrade or update that can be installed to extend its life any further.

Q. **Public Safety Building Boiler Replacement** – These funds will be used to replace 2 boilers that heat the apparatus bays and basement of the Public Safety Building. The current boilers were installed in 1999; 25 years later they have become costly to repair and are leaking as a result of rust.

ARTICLE 9 Proposed by the Community Preservation Committee
Voted: Unanimously

That the Town vote to receive and act upon a report from the Community Preservation Committee and that the following amounts (items A-T) be appropriated or reserved from Fiscal Year 2025 Community Preservation

Fund Revenues, or transferred from prior year's revenues for Community Preservation purposes as specified:

FY25 COMMUNITY PRESERVATION PROJECTS			
Article	**Project**	**Total Appropriation**	**Source of Appropriation**
A	To fund, for community housing purposes, the transfer of CPA funds to the Municipal Affordable Housing Trust Fund.	$500,000	$250,000 from general CPA Fund Balance, and $250,000 from FY25 CPA Projected Revenues
B	To fund, for historic preservation purposes, the purchase and installation of a sprinkler system at Codman Community Farm C Barn.	$400,000	$400,000 from general CPA Fund Balance
C	To fund, for historic preservation purposes, the FY25 debt service payment for the 2011 Town Offices renovation bond.	$287,460	$287,460 from FY25 CPA Projected Revenues
D	To fund, for historic preservation purposes, the Elm Brook Hill Battlefield Preservation Project.	$150,000	$150,000 from FY25 CPA Projected Revenues
E	To fund, for community housing purposes, year six of the Rental Assistance Program for residents at risk.	$97,250	$97,250 from CPA Housing Reserve
F	To fund, for recreation purposes, the purchase and installation of an irrigation system upgrade at the Tennis Courts.	$38,900	$38,900 from FY25 CPA Projected Revenues

G	To fund, for community housing purposes, regional housing support services.	$30,400	$30,400 from CPA Housing Reserve
H	To fund, for recreation purposes, the purchase of a pool cover for the Codman Pool.	$27,488	$27,488 from FY 25 CPA Projected Revenues
I	To fund, for historic preservation purposes, exterior carpentry repairs at the Pierce House.	$25,000	$25,000 from FY25 CPA Projected Revenues
J	To fund, for historic preservation purposes, an HVAC system study at the Lincoln Library.	$23,500	$23,500 from FY25 CPA Projected Revenues
K	To fund, for historic preservation purposes, the conservation of Flint Family historical records.	$22,726	$22,726 from FY24 CPA Projected Revenues
L	To fund, for historic preservation purposes, ADA compliant walkways at the Pierce House.	$20,000	$20,000 from FY25 CPA Projected Revenues
M	To fund, for historic preservation purposes, the replacement of AC pans at the Lincoln Library.	$4,951	$4,951 from FY25 CPA Projected Revenues
N	To fund, for recreation purposes, the purchase and installation of a mesh windscreen for the tennis courts.	$1,200	$1,200 from FY25 CPA Projected Revenues
O	To fund FY25 debt service payments due on permanent borrowing for previously voted CPA projects.	$103,550	$103,550 from FY25 CPA Projected Revenues
P	To fund CPC administrative expenses.	$3,500	$3,500 from FY25 CPA Projected Revenues.

	Project Appropriation Subtotal	$1,735,925	
	Reserves:		
Q	Housing Reserve	$0	From additional FY24 state revenue and FY25 CPA projected revenues
R	Open Space/Land Acquisition Reserve	$17,914	From additional FY24 state revenue and FY25 CPA projected revenues
S	Historic Preservation Reserve	$0	From additional FY24 state revenue and FY25 CPA projected revenues
T	Recreation Reserve	$0	From additional FY24 state revenue and FY25 CPA projected revenues
	Reserves Subtotal	$17,914	
	Additional Appropriation:		
	Grand Total of all CPA funded Appropriations	$1,753,839	

Article 9 Explanations

This article proposes projects recommended by the Community Preservation Committee under Lincoln's Community Preservation Act (CPA) passed at the March 2002 Annual Town Meeting and the November 2002 Election. The descriptions of the proposed projects/actions are contained below:

A. **Municipal Affordable Housing Trust Fund-** The Town's Affordable Housing Trust was established in 2006, providing an available funding source for housing projects that come up unexpectedly. The Trust works in collaboration with the Town's Housing Commission, and other key Town boards and stakeholders to identify potentially worthwhile projects. The Trust's ready access to Town funds enables it to partner with 53eveloppers and help shape projects so that they meet the Town's affordability goals. The current balance in the Trust is $636,000. This transfer will be the first of several, aiming to increase the balance in the Trust to $2 million over the next three years.

B. **Codman Community Farm C Barn Sprinkler System-** The original Codman family farm was established in the early 19th century on the former estate of Chambers Russell, one of Lincoln's founders. The farm had been in continuous operation for over 150 years, with respectable dairy, vegetable, and fruit operations. It was one of the handful of working farms in Lincoln remaining after the Second World

War. When Dorothy Codman died in 1967, her will provided for the transfer of the barns and acreage to the Ogden Codman Trust. In 1970, the town of Lincoln purchased the property, and in 1973 voted at town meeting to create a nonprofit Codman Community Farms (CCF), Inc., to run its operation. This project, combined with funds from the CCF, will ensure that the "C", which is the main event and retail sale barn, complies with the building code, preserves the historic building, and is safe to host community events for years to come.

C. **Debt Service on Town Offices Renovation**- The 2011 Town Meeting approved project costs of $6.8 million to renovate the Town Office Building. And the Town Meeting has approved the Committee's recommendation to fund the project's annual debt service from CPA funds every year since. This year's debt service payment is $287,460. The Committee is again recommending that the project's annual debt service be funded via CPA funds. There are 16 years remaining on the bonds.

D. **The Elm Brook Hill Battlefield Preservation Project-** One aspect of Lincoln's historical legacy is its role in the opening battle of the American Revolution on April 19, 1775. Named by historians as The Battle of Lexington and Concord, Lincoln played a vital role in this battle with the engagement at Elm Brook Hill (formerly known as the Bloody Angle). Elm Brook Hill is Lincoln's own American Revolution battlefield. Supported by the Historical Commission, the Friends of the Minuteman National Park will conduct archeological research that is expected to result in reframing and highlighting Lincoln's important role on the opening day of the American Revolution- not only for the current generation but for generations to come.

E. **Housing Rental Assistance Program**- At the March 2019 Annual Town Meeting, voters approved the first year of funding for this program. Funds will continue to be used to support community housing by offering the opportunity for low-income residents who are homeless or who are at risk of homelessness to remain in our community through assistance in paying rent on affordable housing units or by providing emergency shelter until permanent affordable housing can be arranged.

F. **Tennis Court Irrigation System Upgrade-**The Parks & Recreation Department manages the six clay tennis courts located on Ballfield

Road on the Lincoln School Campus. This facility is a valuable asset to the town and allows residents to participate in both structured tennis play and instruction as well as passive play, which promotes community, health and wellness. This project will upgrade the current 30-year-old irrigation system with reconfigured zones that will allow for more optimal coverage and control, preserving the courts, and making them more functional for their intended use.

G. **Housing Regional Support Services**- At the recommendation of the Town's three housing organizations (i.e., Housing Commission, Housing Trust and Lincoln Foundation), the Select Board contracts with a regional housing support organization, the Regional Housing Services Organization (RHSO) to provide technical support and to help ensure regulatory compliance. The job of monitoring, reporting, and ensuring compliance with various federal and state housing requirements has become complex and is beyond the capabilities and capacities of our local housing organizations and staff. The RHSO provides support to eight of our neighboring towns.

H. **Codman Pool Cover-**The Parks & Recreation Department manages the Codman Pool located on the Lincoln School campus. The current pool cover is 11 years old and has been in a state of decline and deterioration.

I. **Pierce House Exterior Carpentry Repairs**- The Pierce House is an iconic element of Lincoln's town center, host to many public and private events. The funds requested would be used for exterior carpentry work (i.e., trim and siding replacement).

J. **Lincoln Library HVAC Evaluation –** The library has a 34-year-old boiler and two AC units in need of repair, and eventual replacement. In consultation with the Town Facilities Director, it was recommended to carry out a study of both systems to establish costs for either direct replacement or conversion of these units to electric. This request will fund the study of both systems.

K. **Town Archives-Treatment of Flint Family Historical Documents –** Ephraim Flint donated over 70 family documents created between 1649 and 1851 and include deeds, wills, land surveys and receipts. They are among the oldest documents in the town's possession and are invaluable primary resources documenting early transactions in

Lincoln history. The condition of this collection has been evaluated by the Northeast Document Conservation Center. In FY24, Town Meeting approved funds for the preservation of 38 items from this collection. The Lincoln Town Archives request to complete the preservation of the remaining 40 items from this collection with this request. Digital imaging, which will be done after completion of treatment, will add another layer of preservation by enabling wider access to the intellectual content of the documents while limiting the handling of the fragile, irreplaceable originals.

L. **Pierce House ADA Walkways-** The Pierce House is a beloved historic community facility that hosts many public and private events. Due to its age and design, the House sometimes struggles to maintain ADA compliance and operational efficiency. This project would install two historically appropriate brick walkways to the patio: one to the driveway to provide ADA/wheeled access to the patio for those in wheelchairs, or for those who need to roll equipment and supplies onto the patio, and another to the side deck leading to the catering kitchen and improve both accessibility and operations.

M. **Lincoln Library Replacement of AC Pans –** As noted in item J, the Library is requesting funds to study its HVAC system. Until that study is completed, it is necessary to replace the AC pans to ensure that they continue to operate until a permanent solution is developed.

N. **Tennis Court Mesh Windscreen-** The Parks & Recreation Department explored several options for wind management at the Tennis Courts. Currently, there are 14 arborvitae trees that line the north side of the courts that are dead and posing a threat to the fencing and court surface as well as the safety of players. Tree experts were unable to determine the reason why all 14 arborvitae trees have not survived. Instead of planting more trees, and risking losing them, this project will support the purchase and installation of a mesh windscreen.

O. **FY25 Debt Service Payments**- Debt payment costs associated with the eighth year of permanent financing for previously voted CPA project pursuant to Article 11 of the March 25, 2017, Town Meeting for the purchase of land and development of an athletic field.

P. **Administrative Expenses –** These funds will be used primarily to pay the annual membership dues for the Community Preservation Coalition, a statewide organization that represents the interests of CPA communities. Other administrative expenses include costs associated with public information, mailings, and public hearings. Any funds not spent prior to the end of FY25 will be returned to the CPA fund.

Q. **Housing Reserve** – The CPA requires that a minimum of 10% of annual revenues be spent or set aside for affordable housing.

R. **Open Space/Land Acquisition Reserve** -The CPA requires that a minimum of 10% of annual revenues be spent or set aside for open space/land conservation.

S. **Historic Preservation Reserve** – The CPA requires that a minimum of 10% of annual revenues be spent or set aside for historic preservation.

T. **Recreation Reserve** – The CPA permits, but does not require, the Town to spend or set aside funds for recreational purposes. No funds are reserved for recreational purposes at this time.

ARTICLE 10 Proposed by the Select Board
Voted: Unanimously

That the Town vote to endorse the action taken under Article 33 of the May 15, 2021 Annual Town Meeting approving the filing of a home rule petition for a so-called Property Tax Circuit-breaker program, and as subsequently approved by the Legislature, the purpose of which is to provide a property tax exemption to homeowners meeting certain income and asset tests and who have resided in Lincoln for at least five years; and further, to authorize all actions necessary for successful implementation of the program.

ARTICLE 11 Proposed by the Select Board
Voted: Unanimously

That the reports of the Town Officers, Committees, Commissioners and Trustees, as printed in the Annual Town Report, be accepted.

ARTICLE 12 Proposed by the Select Board
Voted: Unanimously

That the Town set the salaries of the elected officials of the Town at the following amounts for the fiscal year beginning July 1, 2024:

Select Board Chair	$200
Select Board (Other members, each)	$100
Town Clerk	$119,608
Assessors (Chair)	$200
Assessors (Other members, each)	$175
Water Commissioners (Each)	$ 75

ARTICLE 13 Proposed by the Select Board
Voted: Unanimously

That the Town raise and appropriate the sum of $100,000 by taxation to fund the Town's Senior Tax Work-off Program, as established pursuant to Massachusetts General Laws, Chapter 59, Section 5K**.**

ARTICLE 14 Proposed by the Select Board
Voted: Unanimously

That the Town raise and appropriate the sum of $8,000 by taxation to fund the Town's Veteran's Tax Work-off Program, as established pursuant to Massachusetts General Laws, Chapter 59, Section 5N**.**

ARTICLE 15 Proposed by the Select Board
Voted: Unanimously

That the Town raise and appropriate the sum of $78,648 by taxation to be used for the repair and maintenance of certain Town buildings, including all costs incidental and related thereto.

ARTICLE 16 Proposed by the Library
Voted: Unanimously

That the Town raise and appropriate the sum of $63,600 by taxation to be used for the repair and maintenance of the Lincoln Library, including all costs incidental and related thereto.

ARTICLE 17 Proposed by the Finance Committee
Voted: Unanimously

That the Town appropriate and transfer from Free Cash the sum of

$2,000,000 to add funds to the Debt Stabilization Fund, so called, previously established pursuant to the March 26, 2011 Town Meeting, Article 19, in accordance with Massachusetts General Laws, Chapter 40, Section 5B, for the purpose of funding future capital expenditures and debt service payments, provided that this transfer will be effective only if the Community Center funding proposal under Question #1 of the March 25, 2024 Annual Town Election Ballot fails to achieve the required vote quantum; and to transfer to the Debt Stabilization Fund the sum of money appropriated under Article 7 for the Lincoln-Sudbury Regional High School that exceeds the final Lincoln assessment for FY 2025 that is voted, no later than July 31st, by the Lincoln-Sudbury Regional High School Committee for FY 20254 in accordance with law.

ARTICLE 18 Proposed by the Finance Committee
Voted: Unanimously

That the Town raise and appropriate the sum of $650,000 by taxation, to add funds to the Group Insurance Liability Fund established by Chapter 474 of the Acts of 2008, which Fund will help offset the Town's so-called "Other Post-employment Benefits (OPEB)" liability established by the Statements 74 and 75 of the Governmental Accounting Standards Board.

ARTICLE 19 Proposed by the Finance Committee
Voted: Unanimously

That the Town raise and appropriate the sum of $55,455 by taxation, to add funds representing Lincoln's proportionate share of the contribution recommended by the Lincoln-Sudbury Regional High School Committee, to the Lincoln-Sudbury Regional School District Retirees Health Insurance Trust Fund, established by the acceptance of Chapter 32B, Section 20 of the Massachusetts General Laws, as amended by Chapter 68, Section 57 of the Acts of 2011, for Lincoln- Sudbury Regional High School, which Fund will help offset the High School's so-called "Other Post-employment Benefits (OPEB)" liability established by Statements 74 and 75 of the Governmental Accounting Standards Board.

ARTICLE 20 Proposed by the Select Board
Voted: Unanimously

That the Town accept and expend such sum or sums of money that may be available under the provisions of Massachusetts General Laws, Chapter 90 or other state roadway reimbursement programs and to authorize the Select Board to enter into a contract with the Massachusetts Department of Transportation Highway Division and to authorize the Treasurer, with the approval of the Select Board, to borrow in anticipation of 100% reimbursement of said amounts.

ARTICLE 21 Proposed by the School Committee
Voted: Unanimously

That the Town appropriate and transfer from Free Cash the sum of $58,500, said sum being equal to the state reimbursement amounts for Special Education Medicaid expenses, to supplement the FY25 Lincoln School operating budget.

ARTICLE 22 Proposed by the Select Board
Voted: Unanimously

That the Town appropriate $55,000 from the PEG Access and Cable Related Fund, previously established at the March 19, 2016 Town Meeting, Article 32, to support cable related purposes consistent with the franchise agreement between cable operators and the Town of Lincoln, including, but not limited to: (i) support of public, educational or governmental access cable television services; (ii) monitor compliance of the cable operator with the franchise agreement; or (iii) prepare for renewal of the franchise license.

ARTICLE 23 Proposed by the Select Board
Voted: Unanimously

That the Town vote to appropriate and transfer from free cash the sum of $57,063, the amount of settlement funds paid to the town as a result of class action lawsuits, initiated by the Commonwealth on behalf of its municipalities against certain opioid manufacturers and distributors, into a special revenue fund that has been established for this express purpose; and further, that said funds be expended without further appropriation at the direction of the Select Board only for purposes (i.e., addiction prevention, harm reduction, and recovery) identified in said settlement agreement.

ARTICLE 24 Proposed by the Conservation Commission
Voted: Unanimously

That the Town vote to transfer the sum of $15,000 from the Conservation Receipts reserved for Appropriation Account to allow the Conservation Department to undertake a variety of land stewardship projects, including trail head parking lot maintenance, and bridge and boardwalk repairs.

ARTICLE 25 Proposed by the Finance Committee
Voted: Unanimously

That the Town vote to transfer from free cash or any other source of funds the sum of $3,367,498 to reduce the total amount to be raised by taxation pursuant to the votes previously taken under Article 7 of the

Warrant, or any other article of the Warrant authorizing the appropriation of funds.

ARTICLE 26 Proposed by the Water Commission
Voted: Unanimously

That the Town to appropriate the following amounts (items A-D) as stated in the table below for the following purposes, including, in each instance, all costs incidental and related thereto:

Category	Description	Amount	Funding Source
Air Compressor	Air Compressor to replace aging unit at the treatment plant that operates pneumatic valves	$40,000	Bonding
Smart Water Meter Upgrade	Initial phase to include data collection tower of smart water meter upgrade – will be a multi-year project	$120,000	Bonding
Bedford / Lincoln Road Water Main Replacement	One segment of Bedford / Lincoln Road Water Main replacement. The only way to tackle the daunting task of updating water mains is to move forward.	$2,200,000	Bonding
M36 Water Audit	Mandatory by the DEP, we have received a grant from the MA Clean Water Trust to reimburse us for this cost.	$45,000	Retained Earnings
	Total Water Capital Projects	$2,405,000	

and that to meet this appropriation, i) $45,000 is authorized to be transferred from Water Retained Earnings, and ii) the Treasurer, with the approval of the Select Board, is authorized to borrow $2,360,000 under the provisions of G.L. c44 or any other enabling authority and to issue bonds or notes of the Town therefor; that such bonds or notes shall be general obligations of the Town unless the Treasurer with the approval of the Select Board determines that they should be issued as limited obligations and may be secured by local system revenues as defined in Section 1 of Chapter 29C, as amended, while any bonds or notes issued under the authority of this vote shall be a general obligation of the Town payable from any source of revenue, it is the intent of the Town, however, that the entire principal of and interest on such bonds or notes shall be paid, in the first instance, from water rates and/or surplus; that the Treasurer with the approval of the Select Board is authorized to borrow

all or a portion of such amount from the Massachusetts Clean Water Trust established pursuant to Chapter 29C, as amended and in connection therewith to enter into a financing agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; that the Select Board, Board of Water Commissioners or other appropriate local body or officials is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary or convenient to carry out the projects.

ARTICLE 27 Proposed by a Citizen Petition brought by Alice Waugh
Voted: Unanimously

That the Town vote to authorize and request the Select Board to petition the Massachusetts General Court for special legislation to allow the Town to satisfy requirements for legal notices set forth in the general laws by allowing the publication of notices in local digital newspapers, print media, or both, as the Town shall determine; and, further that the Select Board is authorized to draft said petition on behalf of the petitioners; and, further provided that the General Court may make editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment by the General Court that are within the scope of the general purpose objectives of this motion; or take any action relative thereto.

ARTICLE 28 Proposed by a Citizen Petition brought by Barbara Peskin
Voted: Unanimously

That the Town vote to approve the following Citizens' petition:
Citizens **Petition for Notice of Proposed Rezoning to Property Owners, Residents and Abutters.**

This petition directs that any Lincoln Town Board, or any group or committee appointed by Town officials, which intends to propose rezoning of an existing district, notify by mail each property owner and occupant in the area of rezoning at least 14 days prior to their first public meeting at which the proposed zoning change would be discussed.

Similar notice would also be sent for any future meeting by a Town board at which a final recommendation on rezoning may be made, as well as any meeting sponsored by the Town (such as a State of the Town Meeting) where a vote on rezoning would be conducted, and any Special Town Meeting at which resident input on possible rezoning will be discussed. This Notice of

Proposed Rezoning shall outline the parameters of the existing district's zoning along with the proposed changes.

The Notice of Proposed Rezoning by the Town, as directed by this Citizen's petition, is in the spirit of the current requirement in our Zoning Bylaw that property owners must be notified when a meeting is scheduled by a Town board for a significant change to an abutting or nearby property. When a Town Board intends, in an upcoming public meeting, to commence discussion of a proposal to rezone an area, the Town should do its best to notify property owners and residents within that area, and abutters to the area, about the specific changes to be discussed which could impact them personally and financially.

When residents are informed in advance of important discussions by Town officials, they can become engaged and included in the process early, and invested in the outcome, resulting in a more inclusive and collaborative community dynamic.

The Notice of Proposed Rezoning would be different from a general information mailing, because it would provide specific information about the area which will be the subject of the proposed rezoning discussion. For example, a Notice of Proposed Rezoning might state:

> ● [Town Board, Appointed Group or Committee] will be addressing proposed changes wherein your property currently in an R1 district may be rezoned to be part of a new multi-family district with maximum density of 18 units per acre. The first meeting to discuss the proposed rezoning will be on February 8th at 7pm. Please contact [appropriate Town Office email and phone number] with any questions.

The more general postcard which the Town has been sending which only provides hearing dates and times and does not identify specific neighborhoods for which proposed rezoning will be discussed:

> ● [Town Board, Appointed Group or Committee] will be discussing proposed zoning changes in Lincoln on February 1st, 8th and 15th.

If this Citizen's Petition passes at the March 2024 Town Meeting, the Town is directed to take all additional necessary steps so that the Town Boards, appointed committees and groups enact the practice of Notice of Proposed Rezoning outlined above.

That the Town vote to approve the following Citizens' petition:

Citizens **Petition for Notice of Proposed Rezoning to Property Owners, Residents and Abutters.**

This petition directs that any Lincoln Town Board, or any group or committee appointed by Town officials, which intends to propose rezoning of an existing district, notify by mail each property owner and occupant in the area of rezoning at least 14 days prior to their first public meeting at which the proposed zoning change would be discussed.

Similar notice would also be sent for any future meeting by a Town board at which a final recommendation on rezoning may be made, as well as any meeting sponsored by the Town (such as a State of the Town Meeting) where a vote on rezoning would be conducted, and any Special Town Meeting at which resident input on possible rezoning will be discussed. This Notice of Proposed Rezoning shall outline the parameters of the existing district's zoning along with the proposed changes.

The Notice of Proposed Rezoning by the Town, as directed by this Citizen's petition, is in the spirit of the current requirement in our Zoning Bylaw that property owners must be notified when a meeting is scheduled by a Town board for a significant change to an abutting or nearby property. When a Town Board intends, in an upcoming public meeting, to commence discussion of a proposal to rezone an area, the Town should do its best to notify property owners and residents within that area, and abutters to the area, about the specific changes to be discussed which could impact them personally and financially.

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The more general postcard which the Town has been sending which only provides hearing dates and times and does not identify specific neighborhoods for which proposed rezoning will be discussed:

> ● [Town Board, Appointed Group or Committee] will be discussing proposed zoning changes in Lincoln on February 1st, 8th and 15th.

If this Citizen's Petition passes at the March 2024 Town Meeting, the Town is directed to take all additional necessary steps so that the Town Boards, appointed committees and groups enact the practice of Notice of Proposed Rezoning outlined above.

The Moderator thanked the attendees for their participation and a motion to dissolve the Meeting passed successfully at 5:36pm.
Respectfully submitted,

Valerie Fox
Town Clerk

Presidential Primary
March 5th, 2024

In accordance with the Warrant duly posted, the polls were declared open at 7:00 a.m. by Town Clerk, Valerie Fox, assisted by Deputy Town Clerk, Cara Maroney, and Assistant Town Clerk, Lisa Castro. With many dedicated volunteers, assisted Ms. Fox throughout the day. The polls were declared closed at 8:00 p.m. and the results were as follows:

Presidential Primary			
March 5, 2024			
Lincoln, Massachusetts			
OFFICIAL RESULTS			
Ballot Type	**Pct 1**	**Pct 2**	**Total**
Democrat	789	409	1198
Republican	334	249	583
Libertarian	7	3	10
Total Ballots Cast	1130	661	1791
Registered Voters			5011
Turn Out			36%
DEMOCRATIC PARTY			
Offices & Candidates	**Pct 1**	**Pct 2**	**Total**
PRESIDENTIAL PREFERENCE			
Dean Phillips	14	13	27
Joseph R. Biden	715	338	1053
Marianne Williamson	11	7	18
No Preference	36	44	80
All Others	7	1	8
Blank	6	6	12
Total	789	409	1198
STATE COMMITTEE MAN			
Robert G. Logan	584	311	895
All Others	1	0	1
Blank	204	98	302

Total	789	409	1198
STATE COMMITTEE WOMAN			
Mara Dolan	607	334	941
All Others	1	0	1
Blank	181	75	256
Total	789	409	1198
TOWN COMMITTEE	**Pct 1**	**Pct 2**	
Group	447	247	694
Blank	320	147	504
TOWN COMMITTEE			
Joan Channing Fuller Kimball	514	273	787
Andrew C. Glass	539	292	831
Barbara Thomas Slayter	510	273	783
Jerry Gechter	470	252	722
Travis C. Roland	492	263	755
Elizabeth Rachel Mason	496	264	760
Lorraine Eleanor Fiore	494	261	755
Laura Berland	476	257	733
Michael J. Killick	499	261	760
Margaret Louise McLaughlin	474	258	732
Victoria Anne Slingerland	485	270	755
Jennifer Morris Gundy	480	258	738
Alexander Daley Chatfield	500	265	765
Thomas Franklin Casey, Jr.	468	252	720
Carolyn H. Montie	494	271	765
Paul Arthur Montie	485	266	751
Sarah Cannon Holden	563	296	859
David Lawrence Levington	496	257	753
Jennifer Lane Reaser Glass	574	311	885
John Taylor Mendelson	503	268	771
Katherine H. Page	489	267	756

Elisabeth W. Herbert	494	266	760
Roy L. Harvey	472	257	729
Tricia Ann Thorton-Wells	493	270	763
Jessica T. Packineau	514	280	794
Rebecca Sagalyn Blanchfield	482	262	744
John A. MacLachlan	483	265	748
Jacqueline Sasso	471	254	725
Cynthia Ellen Bencal	465	261	726
Kelsey Rae Fisk	467	251	718
Lindsay R. Clark	471	258	729
Albert Uriah Anthony Turner, Jr.	467	251	718
Paul Shorb	498	269	767
Prudence Bridges Van Winkle	498	257	755
Sarah R. Bishop	552	302	854
All Others	----	----	----
Blank	----	-----	----
REPUBLICAN PARTY			
Offices & Candidates	**Pct 1**	**Pct 2**	**Total**
PRESIDENTIAL PREFERENCE			
Chris Christie	5	6	11
Ryan Binkley	0	0	0
Vivek Ramaswamy	0	1	1
Asa Hutchinson	0	0	0
Donald J. Trump	73	76	149
Ron DeSantis	2	1	3
Nikki Haley	248	163	411
No Preference	2	0	2
All Others	2	1	3
Blank	2	1	3
Total	334	249	583
STATE COMMITTEE MAN			
James E. Dixon	147	129	276

Justin David Cusano	6	3	9
All Others	2	5	7
Blank	179	112	291
Total	334	249	583
STATE COMMITTEE WOMAN			
Ruth A. Cusano	132	90	222
Doreen A. Deshler	41	49	90
All Others	1	5	6
Blank	160	105	265
Total	334	249	583
TOWN COMMITTEE			
Group	100	80	180
Blank	235	168	403
TOWN COMMITTEE			
Adam M. Hogue	143	118	261
Richard B. Fraiman	120	96	216
Stephen E. Binder	131	98	229
Mark Alexander Soukup	130	121	251
Sandra L. Damirjian	118	101	219
Joseph J. Dwyer, Jr.	128	105	233
All Others	5	7	12
Blank	----	----	
LIBERTARIAN PARTY			
Offices & Candidates	**Pct 1**	**Pct 2**	**Total**
PRESIDENTIAL PREFERENCE			
Jacob George Hornberger	1	0	1
Michael D. Rectenwald	0	0	0
Chase Russell Oliver	1	0	1
Michael Ter Maat	1	0	1
Lars Damian Mapstead	0	0	0

No Preference	2	2	4
All Others	2	1	3
Blank	0	0	0
Total	7	3	10
STATE COMMITTEE MAN			
All Others	0	0	0
Blank	7	3	10
Total	7	3	10
STATE COMMITTEE WOMAN			
All Others	1	0	1
Blank	6	3	9
Total	7	3	10
TOWN COMMITTEE			
All Others	2	0	2
Blank	68	30	98

ANNUAL TOWN ELECTION 3/25/2024 OFFICIAL RESULTS			
	Total		
Total Registered Voters	5,018		
Voter Turnout	1,765		
Percent Turnout	35%		
Offices & Candidates	**Prec. 1**	**Prec. 2**	**Total**
SELECT BOARD			
JENNIFER LANE REASER GLASS	714	386	1100
FRANK O. CLARK	412	198	610
All Others	6	2	8
BLANK	33	14	47
TOTAL	1165	600	1765
BOARD OF ASSESSORS			
EDWARD H. MORGAN	846	434	1280
All Others	4	2	6
BLANK	315	164	479
TOTAL	1165	600	1765
BOARD OF HEALTH			
PATRICIA EILEEN MILLER	862	439	1301
All Others	2	1	3
BLANK	301	160	461
TOTAL	1165	600	1765
CEMETERY COMMISSIONER			
DOUGLAS BURNHAM HARDING	874	442	1316
All Others	2	1	3
BLANK	289	157	446
TOTAL	1165	600	1765
COMMISSIONER OF TRUST FUNDS			
Donald Collins	5	6	11

All Others	25	21	46		
BLANK	1135	573	1708		
TOTAL	1165	600	1765		
HOUSING COMMISSION					
TERRY SOLOW PERLMUTTER	836	416	1252		
All Others	6	4	10		
BLANK	323	180	503		
TOTAL	1165	600	1765		
LS REGIONAL SCHOOL DISTRICT COMMITTEE				SUDBURY	TOTAL
CATHERINE SOUSA BITTER	832	415	1247	2144	3391
MAURA F. CARTY	544	285	839	2302	3141
All Others	2	1	3	17	20
BLANK	942	499	1441	2287	3728
TOTAL	2330	1200	3530	6750	10280
PARKS AND RECREATION COMMITTEE					
BRIANNA MARISA DOO	850	430	1281		
All Others	1	2	3		
BLANK	314	167	481		
TOTAL	1165	600	1765		
PLANNING BOARD					
GERALD ALAN TAYLOR	647	315	962		
SARAH A. POSTLETHWAIT	466	240	708		
All Others	1	4	5		
BLANK	51	39	90		
TOTAL	1165	600	1765		
SCHOOL COMMITTEE					
SUSAN HANDS TAYLOR	767	401	1168		
YONCA HEYSE	600	306	906		
All Others	4	2	6		
BLANK	959	491	1450		

TOTAL	2330	1200	3530
TRUSTEES OF BEMIS			
MIRIAM L. BORDEN	839	429	1268
All Others	4	1	5
BLANK	322	170	492
TOTAL	1165	600	1765
WATER COMMISSIONER			
PATRICK J. LAWLER	857	431	1288
All Others	2	1	3
BLANK	306	168	474
TOTAL	1165	600	1765
QUESTION 1			
YES	651	293	944
NO	436	273	709
BLANK	78	34	112
TOTAL	1165	600	1765

MASSACHUSETTS STATE PRIMARY SEPTEMBER 3, 2024			
Town of Lincoln			
OFFICIAL RESULTS			
	Precinct 1	**Precinct 2**	**Total**
DEMOCRATIC TOTALS			
SENATOR IN CONGRESS			
ELIZABETH WARREN	746	351	1097
WRITE-INS	4	4	8
BLANKS	38	20	58
TOTAL	788	375	1163
REPRESENTATIVE IN CONGRESS			
KATHERINE CLARK	743	343	1086
WRITE-INS	2	4	6
BLANKS	43	28	71
TOTAL	788	375	1163
COUNCILLOR			
MARILYN PETITTO DEVANEY	190	99	289
MARA DOLAN	553	252	805
WRITE-INS	0	1	1
BLANKS	45	23	68
TOTAL	788	375	1163
SENATOR IN GENERAL COURT			
MICHAEL BARRETT	710	349	1059
WRITE-INS	2	3	5
BLANKS	76	23	99
TOTAL	788	375	1163

REPRESENTATIVE IN GENERAL COURT (13TH Middlesex District)			
CARMINE GENTILE	679	N/A	679
WRITE-INS	0	N/A	0
BLANKS	109	N/A	109
TOTAL	788	N/A	788
REPRESENTATIVE IN GENERAL COURT (14TH Norfolk District)			
ALICE PEISCH	N/A	322	322
WRITE-INS	N/A	2	2
BLANKS	N/A	51	51
TOTAL	N/A	375	375
CLERK OF COURTS			
MICHAEL SULLIVAN	654	314	968
WRITE-INS	1	1	2
BLANKS	133	60	193
TOTAL	788	375	1163
REGISTER OF DEEDS			
MARIA CURTATONE	663	312	975
WRITE-INS	0	1	1
BLANKS	125	62	187
TOTAL	788	375	1163
REPUBLICAN TOTALS			
SENATOR IN CONGRESS			
ROBERT ANTONELLIS	15	17	32

IAN CAIN	12	7	19
JOHN DEATON	50	33	83
WRITE-INS	0	0	0
BLANKS	0	0	0
TOTAL	77	57	134
REPRESENTATIVE IN CONGRESS			
WRITE-INS	6	2	8
BLANKS	71	55	126
TOTAL	77	57	134
COUNCILLOR			
WRITE-INS	3	2	5
BLANKS	74	55	129
TOTAL	77	57	134
SENATOR IN GENERAL COURT			
WRITE-INS	3	0	3
BLANKS	74	57	131
TOTAL	77	57	134
REPRESENTATIVE IN GENERAL COURT (13TH Middlesex District)			
VIRGINIA GARDNER	10	N/A	10
WRITE-INS	3	N/A	3
BLANKS	64	N/A	64
TOTAL	77	N/A	77
REPRESENTATIVE IN GENERAL COURT (14TH Norfolk District)			
WRITE-INS	N/A	0	0
BLANKS	N/A	57	57
TOTAL	N/A	57	57

CLERK OF COURTS			
WRITE-INS	4	0	4
BLANKS	73	57	130
TOTAL	77	57	134
REGISTER OF DEEDS			
WRITE-INS	2	0	2
BLANKS	75	57	132
TOTAL	77	57	134
LIBERTARIAN TOTALS			
SENATOR IN CONGRESS			
WRITE-INS	1	1	2
BLANKS	0	0	0
TOTAL	1	1	2
REPRESENTATIVE IN CONGRESS			
WRITE-INS	1	1	2
BLANKS	0	0	0
TOTAL	1	1	2
COUNCILLOR			
WRITE-INS	1	1	2
BLANKS	0	0	0
TOTAL	1	1	2
SENATOR IN GENERAL COURT			
WRITE-INS	1	0	1
BLANKS	0	1	1
TOTAL	1	1	2

REPRESENTATIVE IN GENERAL COURT (13TH Middlesex District)			
WRITE-INS	1	N/A	1
BLANKS	0	N/A	0
TOTAL	1	N/A	1
REPRESENTATIVE IN GENERAL COURT (14TH Norfolk District)			
WRITE-INS	N/A	0	0
BLANKS	N/A	1	1
TOTAL	N/A	1	1
CLERK OF COURTS			
WRITE-INS	1	0	1
BLANKS	0	1	1
TOTAL	1	1	2
REGISTER OF DEEDS			
WRITE-INS	1	0	1
BLANKS	0	1	1
TOTAL	1	1	2

PRESIDENTIAL ELECTION NOVEMBER 5, 2024			
Town of Lincoln			
OFFICIAL RESULTS			
	Precinct 1	**Precinct 2**	**Total**
ELECTORS OF PRESIDENT AND VICE PRESIDENT			
AYYADURAI and ELLIS	4	6	10
DE LA CRUZ and GARCIA	3	2	5
HARRIS and WALZ	2039	1219	3258
OLIVER and TER MAAT	13	11	24
STEIN and CABALLERO-ROCA	27	13	40
TRUMP and VANCE	331	303	634
ALL OTHERS	23	18	41
BLANKS	24	11	35
TOTAL	2464	1583	4047
SENATOR IN CONGRESS			
ELIZABETH WARREN	1942	1144	3086
JOHN DEATON	469	396	865
WRITE-INS	0	2	2
BLANKS	53	41	94
TOTAL	2464	1583	4047
REPRESENTATIVE IN CONGRESS			
KATHERINE CLARK	2044	1238	3282
WRITE-INS	19	23	42
BLANKS	401	322	723
TOTAL	2464	1583	4047
COUNCILLOR			
MARA DOLAN	1972	1205	3177

WRITE-INS	10	13	23
BLANKS	482	365	847
TOTAL	2464	1583	4047
SENATOR IN GENERAL COURT			
MICHAEL BARRETT	1979	1218	3197
WRITE-INS	10	12	22
BLANKS	475	353	828
TOTAL	2464	1583	4047
REPRESENTATIVE IN GENERAL COURT (13TH Middlesex District)			
CARMINE GENTILE	1834	N/A	1834
VIRGINIA GARDNER	432	N/A	432
WRITE-INS	1	N/A	1
BLANKS	197	N/A	197
TOTAL	2464	N/A	2464
REPRESENTATIVE IN GENERAL COURT (14TH Norfolk District)			
ALICE PEISCH	N/A	1163	1163
WRITE-INS	N/A	19	19
BLANKS	N/A	401	401
TOTAL	N/A	1583	1583
CLERK OF COURTS			
MICHAEL SULLIVAN	1919	1164	3083
WRITE-INS	7	11	18
BLANKS	538	408	946
TOTAL	2464	1583	4047
REGISTER OF DEEDS			
MARIA CURTATONE	1783	1027	2810
WILLIAM "BILLY" TAURO	343	300	643
WRITE-INS	1	3	4

BLANKS	337	253	590
TOTAL	2464	1583	4047
QUESTION 1- Audit the Legislature			
YES	1544	1072	2616
NO	717	379	1096
BLANK	203	132	335
TOTAL	2464	1583	4047
QUESTION 2-Eliminate MCAS			
YES	1063	699	1762
NO	1314	845	2159
BLANK	87	39	126
TOTAL	2464	1583	4047
QUESTION 3-Network Drivers Right to form Unions			
YES	1337	881	2218
NO	953	602	1555
BLANK	174	100	274
TOTAL	2464	1583	4047
QUESTION 4-Use of psychedelic substances			
YES	984	691	1675
NO	1351	825	2176
BLANK	129	67	196
TOTAL	2464	1583	4047
QUESTION 5-Increase hourly wage of tipped workers			
YES	1154	768	1922
NO	1154	736	1890
BLANK	156	79	235
TOTAL	2464	1583	4047

Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2024
(Unaudited)
Colleen Wilkins, Finance Director/Town Accountant

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS								
Cash and cash equivalents	21,944,023.57	23,964,011.15	1,251,253.77	2,030,954.65		23,232,676.35		72,422,919.49
Investments								0.00
Receivables:								
Personal property taxes	9,569.93							9,569.93
Real estate taxes	434,966.56							434,966.56
Allowance for abatements and exemptions	(382,607.66)							(382,607.66)
Tax liens	220,786.05	3,805.47						224,591.52
Deferred taxes	322,634.96							322,634.96
Motor vehicle excise	200,413.04							200,413.04
Other excises								0.00
User fees				64,831.81				64,831.81
Utility liens added to taxes								0.00
Departmental	599.17	154,549.28				14,784.50		169,932.95
Special assessments								0.00
Due from other governments		2,492,407.25						2,492,407.25
Other receivables		10,551.82						10,551.82
Foreclosures/Possessions	56,150.31							56,150.31
Prepaids								0.00
Due to/from other funds								0.00
Working deposit								0.00
Inventory								0.00
Fixed assets, net of accumulated depreciation								0.00
Amounts to be provided - payment of bonds							82,405,000.00	82,405,000.00
Amounts to be provided - vacation/sick leave								0.00
Total Assets	22,806,535.93	26,625,324.97	1,251,253.77	2,095,786.46	0.00	23,247,460.85	82,405,000.00	158,431,361.98

LIABILITIES AND FUND EQUITY

Liabilities:								
Warrants payable	223,369.71	218,607.67	8,304.95	69,580.36		3,661.44		523,524.13
Accounts payable	828,332.54	829,426.03				689.02		1,658,447.59
Accrued payroll				24,839.09				24,839.09
Withholdings	586,077.88							586,077.88
Accrued claims payable								0.00
Due to/from other funds	(638.59)							(638.59)
Due to other governments								0.00
Other liabilities	0.00	72.95						72.95
Deferred revenue:								
Real and personal property taxes	(36,627.43)	10,551.82						(26,075.61)
Tax liens	220,786.05	3,805.47						224,591.52
Deferred taxes	322,634.96							322,634.96
Foreclosures/Possessions	56,150.31							56,150.31
Motor vehicle excise	200,413.04							200,413.04
Other excises								0.00
User fees				64,831.81				64,831.81
Utility liens added to taxes								0.00
Departmental	599.17	154,549.28				14,784.50		169,932.95
Special assessments								0.00
Due from other governments		2,492,407.25						2,492,407.25
Other receivables								0.00
Deposits receivable								0.00
Prepaid taxes/fees								0.00
Tailings	20,910.42							20,910.42
IBNR								0.00
Agency Funds						167,603.14		167,603.14
Notes payable			265,261.00					265,261.00
Bonds payable							82,405,000.00	82,405,000.00
Vacation and sick leave liability								0.00
Total Liabilities	2,422,008.06	3,709,420.47	273,565.95	159,251.26	0.00	186,738.10	82,405,000.00	89,155,983.84
Fund Equity:								
Reserved for encumbrances	680,226.10	1,027,174.28		60,350.00		0.00		1,767,750.38
Reserved for expenditures	5,425,998.00			120,000.00				5,545,998.00
Reserved for continuing appropriations	417,298.52			40,252.03				457,550.55
Reserved for petty cash								0.00
Reserved for appropriation deficit								0.00
Reserved for snow and ice deficit								0.00
Reserved for COVID-19 deficit								0.00
Reserved for debt service								0.00
Reserved for premiums								0.00
Reserved for working deposit								0.00
Undesignated fund balance	13,861,005.25	21,888,730.22						35,749,735.47
Unreserved retained earnings			977,687.82	1,715,933.17		23,060,722.75		25,754,343.74
Investment in capital assets								0.00
Total Fund Equity	20,384,527.87	22,915,904.50	977,687.82	1,936,535.20	0.00	23,060,722.75	0.00	69,275,378.14
Total Liabilities and Fund Equity	22,806,535.93	26,625,324.97	1,251,253.77	2,095,786.46	0.00	23,247,460.85	82,405,000.00	158,431,361.98

COLLECTOR'S REPORT
Krystal Elder, Collector
Cash Balances as of June 30, 2023

Description	Balance 6/30/2023	Commitments / New Charges	Abatements / Credits	Payments Received	Balance 6/30/2024
REAL ESTATE TAXES					
Tax Title Accounts	156,802.94	117,039.88		53,056.77	220,786.05
Taxes in Deferral	255,226.90	69,999.14	2,000.00	591.08	322,634.96
2013 Real Estate	39.84				39.84
2014 Real Estate	(0.01)				(0.01)
2015 Real Estate	-				-
2016 Real Estate	70.09				70.09
2017 Real Estate	1.37				1.37
2018 Real Estate	1.36				1.36
2019 Real Estate	3.29				3.29
2020 Real Estate	1.54			3.16	(1.62)
2021 Real Estate	47.01			38.14	8.87
2022 Real Estate	41,535.90			41,521.03	14.87
2023 Real Estate	271,032.06		52,587.75	218,476.41	(32.10)
2024 Real Estate	-	36,589,857.05	143,673.41	36,011,323.04	434,860.60
Real Estate Possession	31,150.00				31,150.00
TOTAL REAL ESTATE	**$ 755,912.29**	**$ 36,776,896.07**	**$ 198,261.16**	**$ 36,325,009.63**	**$ 1,009,537.57**
PERSONAL PROPERTY TAXES					
2018 Personal Property	1,152.89				1,152.89
2019 Personal Property	1,483.92			298.57	1,185.35
2020 Personal Property	1,627.12			325.91	1,301.21
2021 Personal Property	1,645.20			328.76	1,316.44
2022 Personal Property	2,072.75			485.27	1,587.48
2023 Personal Property	1,541.44			1.50	1,539.94
2024 Personal Property	-	1,071,979.44		1,070,492.82	1,486.62
TOTAL PERSONAL PROPERTY	**$ 9,523.32**	**$ 1,071,979.44**	**$ -**	**$ 1,071,932.83**	**$ 9,569.93**
MOTOR VEHICLE AND TRAILER EXCISE					
2018 Excise	8,607.64			25.21	8,582.43
2019 Excise	6,156.26			226.30	5,929.96
2020 Excise	13,107.38		1,187.81	816.21	11,103.36
2021 Excise	19,209.09		2,766.97	1,504.13	14,937.99
2022 Excise	32,398.66		4,484.83	8,798.13	19,115.70
2023 Excise	186,824.58	73,625.36	34,125.75	204,057.98	22,266.21
2024 Excise	-	1,169,061.60	44,633.28	1,005,950.93	118,477.39
TOTAL EXCISE	**$ 266,303.61**	**$ 1,242,686.96**	**$ 87,198.64**	**$ 1,221,378.89**	**$ 200,413.04**
WATER USAGE CHARGES					
Total Water Commitments	89,835.11	1,674,110.66	62,272.08	1,642,102.92	59,570.77
Water Liens Added to Tax	-	44,810.42		42,723.60	2,086.82
Water Liens Added to Tax Title	704.41	820.07		376.14	1,148.34
TOTAL WATER	**$ 90,539.52**	**$ 1,719,741.15**	**$ 62,272.08**	**$ 1,685,202.66**	**$ 62,805.93**
COMMUNITY PRESERVATION ACT					
2022 CPA	1,072.32			1,072.32	-
2023 CPA	7,233.74		173.80	7,059.94	-
2024 CPA	-	1,018,919.72	9,348.21	999,019.69	10,551.82
Tax Title CPA	1,590.97	2,223.18		8.68	3,805.47
TOTAL CPA	**$ 9,897.03**	**$ 1,021,142.90**	**$ 9,522.01**	**$ 1,007,160.63**	**$ 14,357.29**
GRAND TOTALS:	**$ 1,132,175.77**	**$ 41,832,446.52**	**$ 357,253.89**	**$ 41,310,684.64**	**$ 1,296,683.76**

MISC. OTHER COLLECTIONS	Receipts
Interest on R.E. Taxes	$ 84,791.01
Interest on P.P. Taxes	693.08
Interest on Mot. Veh. Excise	7,573.45
Interest on CPA Surcharge	2,128.68
Late Charge on Water	3,150.00
Interest on Water	13,855.70
Demand & Warrant Fees	13,376.28
License Marking Fees	2,580.00
Municipal Lien Cert. Fees	2,475.00
TOTAL	**$ 130,623.20**

FINANCE
TREASURER'S REPORT
KRYSTAL ELDER, TOWN TREASURER
CASH BALANCES AS OF JUNE 30, 2024

General Town Funds		Cash on Deposit
Citizens Bank	Agency	65,192.97
Citizens Bank	Cultural Council	8,003.94
Citizens Bank	Depository	1,634,518.12
Citizens Bank	Escrow	791,055.20
Citizens Bank	Hanscom	6,064,770.35
Citizens Bank	Justice Drug	157.78
Citizens Bank	Payroll	728.23
Citizens Bank	Recreation	371,966.23
Citizens Bank	State Drug	3,459.71
Citizens Bank	Vendor	(965.55)
Eastern Bank	Depository	16,915,119.12
Eastern Bank	Payroll	505.25
Eastern Bank	Vendor	780.38
Eastern Bank	Conservation	93,325.91
Harbor One	CPA	62,133.29
Harbor One	Depository	5,268,976.59
Harbor One	Water	2,013,175.43
MMDT	Aff Housing	672,466.46
MMDT	CPA	3,466,244.11
MMDT	Investment	1,198,498.38
MMDT	School Project	602,569.09
Needham Bank	Stabilization	5,587,096.50
M&T Bank	Depository	610,213.80
M&T Bank	Hanscom	2,981,833.83
Rockland Trust	Depository	160,692.24
Rockland Trust	School Lunch	212,335.23
Unibank	ACH	608,473.53
Unibank	Online Collections	13,406.86
Unibank	Remote Capture	90,002.64
Unibank	Scholarship	2,731.00
Unibank	School Online	6,929.36
Unibank	Town Offices	18,345.62
Webster Bank	Depository	561,265.65
Various Offices	Petty Cash	1,845.00
General Town Funds - Total		**$50,087,852.25**

Trust Funds		
Commonwealth Financial Network		
Trust Funds		2,876,112.28
Library Funds		819.65
Other Post Employment Benefits (OPEB)		
State Retirement Board Trust		19,457,429.28
TOTAL CASH BALANCE		**$72,422,213.46**

STATEMENT OF OUTSTANDING DEBT
AS OF JUNE 30, 2024

General Obligation Bond (3.886%)- For Town Hall Remodeling
Dated May 10, 2011 under GL Ch 44 Section 7(3A) and a vote
of the Town passed on March 26, 2011 (Article 9) and March 28, 2011 (Question 1)

OUTSTANDING PRINCIPAL **$3,275,000.00**

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
11/1/2024		36,230.00
5/1/2025	215,000.00	36,230.00
11/1/2025		31,930.00
5/1/2026	220,000.00	31,930.00
11/1/2026		27,530.00
5/1/2027	220,000.00	27,530.00
11/1/2027		25,330.00
5/1/2028	215,000.00	25,330.00
11/1/2028		21,030.00
5/1/2029	210,000.00	21,030.00
11/1/2029		16,830.00
5/1/2030	210,000.00	16,830.00
11/1/2030		12,630.00
5/1/2031	210,000.00	12,630.00
11/1/2031		11,580.00
5/1/2032	205,000.00	11,580.00
11/1/2032		10,555.00
5/1/2033	200,000.00	10,555.00
11/1/2033		9,555.00
5/1/2034	195,000.00	9,555.00
11/1/2034		8,482.50
5/1/2035	185,000.00	8,482.50
11/1/2035		7,233.75
5/1/2036	180,000.00	7,233.75
11/1/2036		6,018.75
5/1/2037	175,000.00	6,018.75
11/1/2037		4,837.50
5/1/2038	170,000.00	4,837.50
11/1/2038		3,562.50
5/1/2039	160,000.00	3,562.50
11/1/2039		2,362.50
5/1/2040	155,000.00	2,362.50
11/1/2040		1,200.00
5/1/2041	150,000.00	1,200.00
TOTAL	3,275,000.00	473,795.00

General Obligation Bond (3.935%)- Land Acquisition
Dated June 15, 2017 under GL Ch 44, Section 7(1) or 44B and a vote
of the Town passed on March 25, 2017 (Article 11)

OUTSTANDING PRINCIPAL **$625,000.00**

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
12/1/2024		11,775.00
6/1/2025	80,000.00	11,775.00
12/1/2025		9,775.00
6/1/2026	80,000.00	9,775.00
12/1/2026		7,775.00
6/1/2027	80,000.00	7,775.00
12/1/2027		5,775.00
6/1/2028	80,000.00	5,775.00
12/1/2028		4,575.00
6/1/2029	80,000.00	4,575.00
12/1/2029		3,375.00
6/1/2030	75,000.00	3,375.00
12/1/2030		2,250.00
6/1/2031	75,000.00	2,250.00
12/1/2031		1,125.00
6/1/2032	75,000.00	1,125.00
TOTAL	625,000.00	92,850.00

General Obligation Bond (3.3799%)- School Lincoln
Dated March 7, 2019 under GL Ch 44, Section 7(1) and a vote
of the Town passed on December 1, 2018

OUTSTANDING PRINCIPAL **$69,280,000.00**

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
9/1/2024		1,316,100.00
3/1/2025	1,660,000.00	1,316,100.00
9/1/2025		1,274,600.00
3/1/2026	1,745,000.00	1,274,600.00
9/1/2026		1,230,975.00
3/1/2027	1,830,000.00	1,230,975.00
9/1/2027		1,185,225.00
3/1/2028	1,920,000.00	1,185,225.00
9/1/2028		1,137,225.00
3/1/2029	2,015,000.00	1,137,225.00
9/1/2029		1,086,850.00
3/1/2030	2,120,000.00	1,086,850.00
9/1/2030		1,044,450.00
3/1/2031	2,205,000.00	1,044,450.00
9/1/2031		1,000,350.00
3/1/2032	2,290,000.00	1,000,350.00
9/1/2032		954,550.00
3/1/2033	2,385,000.00	954,550.00
9/1/2033		906,850.00
3/1/2034	2,480,000.00	906,850.00
9/1/2034		869,650.00
3/1/2035	2,555,000.00	869,650.00
9/1/2035		831,325.00
3/1/2036	2,630,000.00	831,325.00
9/1/2036		790,231.25
3/1/2037	2,710,000.00	790,231.25
9/1/2037		747,887.50
3/1/2038	2,795,000.00	747,887.50
9/1/2038		702,468.75
3/1/2039	2,885,000.00	702,468.75
9/1/2039		655,587.50
3/1/2040	2,980,000.00	655,587.50
9/1/2040		607,162.50
3/1/2041	3,080,000.00	607,162.50
9/1/2041		555,187.50
3/1/2042	3,180,000.00	555,187.50
9/1/2042		499,537.50
3/1/2043	3,295,000.00	499,537.50
9/1/2043		441,875.00
3/1/2044	3,410,000.00	441,875.00
9/1/2044		382,200.00
3/1/2045	3,530,000.00	382,200.00
9/1/2045		311,600.00
3/1/2046	3,670,000.00	311,600.00
9/1/2046		238,200.00
3/1/2047	3,815,000.00	238,200.00
9/1/2047		161,900.00
3/1/2048	3,970,000.00	161,900.00
9/1/2048		82,500.00
3/1/2049	4,125,000.00	82,500.00
TOTAL	69,280,000.00	38,028,975.00

General Obligation Bond (2.9623%)- School Lincoln
Dated March 17, 2022 under GL Ch 44, Section 7(1) and a vote
of the Town passed on December 1, 2018

OUTSTANDING PRINCIPAL $7,865,000.00

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
11/15/2024	195,000.00	126,671.88
5/15/2025		121,796.88
11/15/2025	205,000.00	121,796.88
5/15/2026		116,671.88
11/15/2026	215,000.00	116,671.88
5/15/2027		111,296.88
11/15/2027	225,000.00	111,296.88
5/15/2028		105,671.88
11/15/2028	240,000.00	105,671.88
5/15/2029		99,671.88
11/15/2029	250,000.00	99,671.88
5/15/2030		93,421.88
11/15/2030	265,000.00	93,421.88
5/15/2031		86,796.88
11/15/2031	275,000.00	86,796.88
5/15/2032		82,671.88
11/15/2032	285,000.00	82,671.88
5/15/2033		78,396.88
11/15/2033	290,000.00	78,396.88
5/15/2034		74,046.88
11/15/2034	300,000.00	74,046.88
5/15/2035		69,546.88
11/15/2035	310,000.00	69,546.88
5/15/2036		66,059.38
11/15/2036	315,000.00	66,059.38
5/15/2037		62,515.63
11/15/2037	325,000.00	62,515.63
5/15/2038		58,453.13
11/15/2038	330,000.00	58,453.13
5/15/2039		54,328.13
11/15/2039	340,000.00	54,328.13
5/15/2040		50,078.13
11/15/2040	345,000.00	50,078.13
5/15/2041		45,981.25
11/15/2041	355,000.00	45,981.25
5/15/2042		41,543.75
11/15/2042	365,000.00	41,543.75
5/15/2043		36,525.00
11/15/2043	375,000.00	36,525.00
5/15/2044		30,900.00
11/15/2044	390,000.00	30,900.00
5/15/2045		25,050.00
11/15/2045	400,000.00	25,050.00
5/15/2046		19,050.00
11/15/2046	410,000.00	19,050.00
5/15/2047		12,900.00
11/15/2047	425,000.00	12,900.00
5/15/2048		6,525.00
11/15/2048	435,000.00	6,525.00
TOTAL	7,865,000.00	3,226,472.04

General Obligation Bond (0.915%)- Water Improvements
Dated March 15, 2024 under GL Ch 44, Section 8 and a vote
of the Town passed on November 2, 2019

OUTSTANDING PRINCIPAL $1,360,000.00

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
9/1/2024	225,000.00	27,200.00
3/1/2025		22,700.00
9/1/2025	230,000.00	22,700.00
3/1/2026		18,100.00
9/1/2026	175,000.00	18,100.00
3/1/2027		14,600.00
9/1/2027	180,000.00	14,600.00
3/1/2028		11,000.00
9/1/2028	185,000.00	11,000.00
3/1/2029		7,300.00
9/1/2029	190,000.00	7,300.00
3/1/2030		3,500.00
9/1/2030	175,000.00	3,500.00
TOTAL	1,360,000.00	181,600.00

General Obligation Bond (2.9623%)- School Lincoln
Dated March 17, 2022 under GL Ch 44, Section 7(1) and a vote
of the Town passed on December 1, 2018

OUTSTANDING PRINCIPAL **$7,865,000.00**

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
11/15/2024	195,000.00	126,671.88
5/15/2025		121,796.88
11/15/2025	205,000.00	121,796.88
5/15/2026		116,671.88
11/15/2026	215,000.00	116,671.88
5/15/2027		111,296.88
11/15/2027	225,000.00	111,296.88
5/15/2028		105,671.88
11/15/2028	240,000.00	105,671.88
5/15/2029		99,671.88
11/15/2029	250,000.00	99,671.88
5/15/2030		93,421.88
11/15/2030	265,000.00	93,421.88
5/15/2031		86,796.88
11/15/2031	275,000.00	86,796.88
5/15/2032		82,671.88
11/15/2032	285,000.00	82,671.88
5/15/2033		78,396.88
11/15/2033	290,000.00	78,396.88
5/15/2034		74,046.88
11/15/2034	300,000.00	74,046.88
5/15/2035		69,546.88
11/15/2035	310,000.00	69,546.88
5/15/2036		66,059.38
11/15/2036	315,000.00	66,059.38
5/15/2037		62,515.63
11/15/2037	325,000.00	62,515.63
5/15/2038		58,453.13
11/15/2038	330,000.00	58,453.13
5/15/2039		54,328.13
11/15/2039	340,000.00	54,328.13
5/15/2040		50,078.13
11/15/2040	345,000.00	50,078.13
5/15/2041		45,981.25
11/15/2041	355,000.00	45,981.25
5/15/2042		41,543.75
11/15/2042	365,000.00	41,543.75
5/15/2043		36,525.00
11/15/2043	375,000.00	36,525.00
5/15/2044		30,900.00
11/15/2044	390,000.00	30,900.00
5/15/2045		25,050.00
11/15/2045	400,000.00	25,050.00
5/15/2046		19,050.00
11/15/2046	410,000.00	19,050.00
5/15/2047		12,900.00
11/15/2047	425,000.00	12,900.00
5/15/2048		6,525.00
11/15/2048	435,000.00	6,525.00
TOTAL	7,865,000.00	3,226,472.04

General Obligation Bond (0.915%)- Water Improvements
Dated March 15, 2024 under GL Ch 44, Section 8 and a vote
of the Town passed on November 2, 2019

OUTSTANDING PRINCIPAL **$1,360,000.00**

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
9/1/2024	225,000.00	27,200.00
3/1/2025		22,700.00
9/1/2025	230,000.00	22,700.00
3/1/2026		18,100.00
9/1/2026	175,000.00	18,100.00
3/1/2027		14,600.00
9/1/2027	180,000.00	14,600.00
3/1/2028		11,000.00
9/1/2028	185,000.00	11,000.00
3/1/2029		7,300.00
9/1/2029	190,000.00	7,300.00
3/1/2030		3,500.00
9/1/2030	175,000.00	3,500.00
TOTAL	1,360,000.00	181,600.00

Bond Anticipation Note (5.04%) - For Water Upgrades
Dated March 15, 2024, Payable March 14, 2025. authorized under GL Ch. 44, Section 8(4), 8(7A
a vote of the Town passed on March 26, 2022 (Article 29A) and March 25, 2023 (Article 22A an

OUTSTANDING PRINCIPAL **$265,261.00**

REMAINING REPAYMENT SCHEDULE

DUE DATE	PRINCIPAL DUE	INTEREST DUE
3/14/2025	265,261.00	13,332.02
TOTAL	265,261.00	13,332.02

FY 2024 TRUST FUND COMMISSIONERS' REPORT

	6/30/2023 BALANCE	REVENUE	EXPENSES	6/30/2024 BALANCE	PRINCIPAL*
Library Funds					
Katherine S. Bolt Fund	5.19	0.61		5.80	-
John W. & Eleanor Tarbell Carman Fund	82,905.34	9,484.26	(211.30)	$ 92,178.30	30,652.50
Codman Fund	2,620.87	300.36		$ 2,921.23	1,000.00
Virginia S. Dillman Fund	14,160.03	1,622.68		$ 15,782.71	5,000.00
Mary Jane & Murray P. Farnsworth Fund	2,364.76	271.01		$ 2,635.77	1,000.00
Alice D. Hart & Olive B. Floyd Fund	2,558.91	293.22		$ 2,852.13	1,000.00
Gleason Fund	36,906.11	4,097.85	(1,254.40)	$ 39,749.56	30,000.00
Herschbach Fund	15,363.06	1,760.52		$ 17,123.58	5,025.00
Lucretia J. Hoover Fund	6,126.81	702.09		$ 6,828.90	2,206.26
Lincoln Library Fund	2,633.94	301.86		$ 2,935.80	1,030.00
Dorothy Moore Fund	17,017.75	1,950.17		$ 18,967.92	5,000.00
John H. Pierce Fund	1,999.84	229.14		$ 2,228.98	1,000.00
George Russell Fund	2,860.92	327.86		$ 3,188.78	1,000.00
Edith Winter Sperber Fund	0.01	-		$ 0.01	-
Abbie J. Stearns Fund	5,205.84	596.57		$ 5,802.41	1,500.00
Joseph & Henri-Ann Sussman Fund	29,557.15	4,289.89		$ 33,847.04	14,957.42
George G. Tarbell Fund	13,502.45	1,547.31		$ 15,049.76	4,000.00
George C. & Eleanor F. Tarbell Fund	27,575.24	3,159.96		$ 30,735.20	11,875.62
West Abrashkin Fund	2,598.15	297.72		$ 2,895.87	1,000.00
C. Edgar & Elizabeth S. Wheeler Fund	3,340.81	382.85		$ 3,723.66	1,000.00
Jacquelin Apsler Farmily Trust	15,147.57	7,052.10		$ 22,199.67	20,000.00
Library Funds - TOTAL	**$ 284,450.75**	**$ 38,668.03**	**$ (1,465.70)**	**$ 321,653.08**	**$ 138,246.80**
Miscellaneous Funds					
Bemis Lecture Fund	41,760.89	4,704.33	(1,142.19)	$ 45,323.03	30,000.00
Betty Bjork Prof Dev Fund	35,031.65	4,014.42		$ 39,046.07	23,040.00
Alfred Callahan Fund	6,522.22	747.42		$ 7,269.64	3,015.93
Codman Scholarship Fund	338,361.07	87,392.18	(16,250.00)	$ 409,503.25	350,000.00
DeCordova School Equipment Fund	82,699.73	53,271.88	(54,502.23)	$ 81,469.38	25,000.00
Donald Gordon Recreation Fund	23,849.32	2,732.98		$ 26,582.30	5,256.07
Joseph Brooks Grammar School Fund	3,365.74	385.69		$ 3,751.43	1,217.27
Lawrence H. Green Fund	8,466.33	970.18		$ 9,436.51	1,307.65
Norman Hapgood Fund	671.20	76.93		$ 748.13	535.66
Christine Patterson Fund	25,447.12	2,916.08		$ 28,363.20	11,425.05
John H. Pierce Legacy Fund	546,881.06	67,442.60		$ 614,323.66	115,000.00
Jane Hamilton Poor Scholarship Fund	14,728.80	1,687.80		$ 16,416.60	1,235.00
Lincoln Scholarship Fund	399,737.73	62,480.60	(9,168.14)	$ 453,050.19	297,413.50
Abbie J. Stearns Fund for the Silent Poor	6,520.48	747.23		$ 7,267.71	1,225.05
Harriet B Todd Scholarship Trust Fund	226,222.85	25,923.80		$ 252,146.65	(5,000.00)
John Todd Fund	52,079.09	5,967.95		$ 58,047.04	30,000.00
Tricentennial Fund	15,762.50	1,806.09		$ 17,568.59	12,579.55
Miscellaneous Funds - TOTAL	**$ 1,828,107.78**	**$ 323,268.16**	**$ (81,062.56)**	**$ 2,070,313.38**	**$ 903,250.73**
Special Funds					
Cemetery Perpetual Care Fund	$ 420,255.72	68,890.71	(5,000.00)	$ 484,146.43	313,187.95
Special Funds - TOTAL	**420,255.72**	**68,890.71**	**(5,000.00)**	**484,146.43**	**313,187.95**
All Funds - TOTAL	**$ 2,532,814.25**	**$ 430,826.90**	**$ (87,528.26)**	**$ 2,876,112.89**	**$ 1,354,685.48**

*NOTE: Principal represents the portion of the Fund Balance which cannot be spent.

COMMISSIONER OF TRUST FUNDS

Douglas Harding
Paul Fitzgerald
Kyrstal Elder, Treasurer
Donald Collins, Chair

2024 was another good year for equity investors, with financial markets delivering attractive returns across the board. Global equity markets were led by the tech-powered S&P 500 which soared 25.02%. Returns from international markets were more modest with the MSCI World ex US Index returning 4.70% in US dollars.

The US economy far exceeded the forecasts of most economists for 2024, many of whom began the year forecasting a recession. In fact, Gross Domestic Product (GDP) grew steadily throughout the year, averaging about 2.75% (GDPNow Atlantic Fed estimate). The expanding economy created many new jobs, averaging about 186,000 per month (US Bureau of Labor Statistics), and unemployment remained subdued. Perhaps most important, inflation continued a steady retreat from its post-pandemic peak of nearly 9%, down to about 3%.

This confluence of positive data gave the Federal Reserve (Fed) cause to pivot from its hawkish stance to a more accommodative monetary policy. The Fed delivered what markets had long awaited: a reduction in the Fed Funds rate, starting with a 50-basis-point reduction in September, followed by two 25-basis-point cuts in October and December. The positive data on the economy combined with declining interest rates to provide fuel for the rally in US equity markets.

While 2024 was unquestionably a successful year for investors, a few concerns began to emerge in the fourth quarter. Inflation in the US as measured by the Consumer Price Index (CPI) bottomed out towards the end of the summer and ticked up modestly in the fall. The increase, although small, along with continued strong GDP growth prompted the Fed to pause further rate reductions. This shift in FED policy reverberated through the fixed-income markets, pushing the 10-year Treasury yield up 100 basis points to approximately 4.5%. The equity markets quickly reminded investors of their interest-rate sensitivity, with the S&P 500 declining 2.38% and the Russell 2000 tumbling 8.26% in December.

Looking ahead to 2025, economists are generally forecasting a continuation of the current favorable trends in GDP growth, inflation and interest rates. In

addition, there are several emerging themes that could favorably impact the economy. The reshoring of manufacturing operations to the US will benefit many industrial companies. Additionally, the adoption of Artificial Intelligence (AI) technologies will create opportunities for both technology providers and businesses leveraging these tools to improve operations. The combined impact could meaningfully increase productivity that could support economic growth for years to come.

A lot of this good news is already reflected in the market. The S&P 500's current valuation of 22x forward earnings is near the high end of the historical range. Although this is largely due to a handful of dominant tech giants whose businesses have thrived in the post-pandemic economic expansion. Meanwhile, international equities such as the MSCI World ex US index trades nearer to the historical average of 15x's. Additionally, analysts are forecasting healthy growth in corporate profits in 2025. Earnings for the S&P 500 are expected to grow 15%.

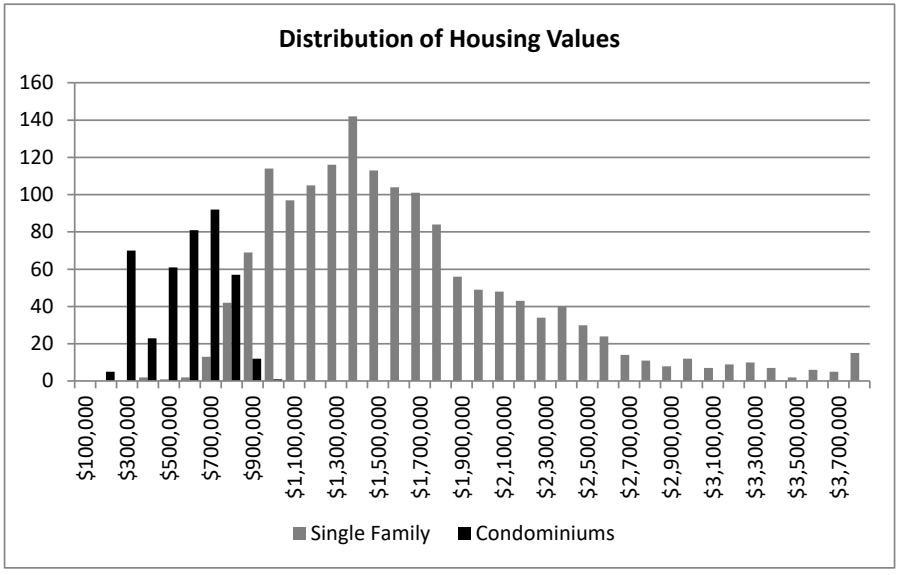
The Town of Lincon's trust funds are invested in a diversified portfolio of US and international equities, fixed income and alternative investments and have benefited from the favorable performance of equity and fixed income markets.

BOARD OF ASSESSORS

Ellen Meadors, Chair
Edward Morgan, Member
Bruce Campbell, Member

Our full-time Administrator is Dorothy Blakeley. Additional assessing services are provided by our contractor Regional Resources Group, Inc. Steven Boucher, an employee of RRG is in the office two days a week (Mondays and Thursdays) and the President of RRG, Harald Scheid, is available as needed.

Housing Values – Sales in calendar year 2023 (the basis for the FY 2025 values) indicated that the real estate market remains strong, and sales for both higher and lower valued properties have not shown a decline in market value. Assessments were based on 46 single-family home sales and 14 condominium sales. The average value of a single-family home for fiscal year 2025 was $1,598,053 resulting in an average tax bill of $21,046. Single-family home values ranged from $338,800 to $7,480,500 with the median at $1,456,600. The average value of a condominium was $523,886, with an average tax bill of $6,873. Condominium values ranged from $171,300 to $964,200 with the median at $550,650.



Abatements – For fiscal year 2025, 17 abatement applications were filed. When permitted by the homeowner, each property was measured and inspected, and then compared with similar properties that sold in 2023. Of the total, nine abatements were granted and eight were denied. Abatement decisions may be appealed to the Appellate Tax Board. In fiscal year 2025

there have been two appeals filed with the ATB. Taxpayers who believe their assessment is too high are encouraged to file an abatement application with the Assessor's Office within one month of getting their fall tax bill.

Split Tax Rate – The Select Board voted a small increase in the split tax rate, This increases the proportion of taxes paid by the owners of commercial properties and lowers taxes paid by residential properties. For fiscal year 2025, the tax rate was set at $12.81 per $1,000 for residential property and at $19.55 per $1,000 for commercial property.

Top Ten Taxpayers

Assessment	Name	Location
$89,050,500	NELP-COMMONS LLC *	1 HARVEST CIRCLE
$27,844,900	NSTAR ELECTIC CO **	
$24,503,500	RCS-BEDFORD LLC **	55 OLD BEDFORD RD
$17,188,400	ORIOLE LANDING	1 MARY'S WAY
$13,722,600	BOSTON GAS CO **	
$11,974,600	NEW LINCOLN WOODS LLC	1-95 WELLS ROAD
$8,151,400	LINCOLN RIDGE ESTATES	0 RIDGE ROAD
$7,480,500	INDIVIDUAL	
$6,829,100	MALL AT LINCOLN STATION **	145 LINCOLN ROAD
$6,162,400	INDIVIDUAL	

* Taxed partially at the higher commercial rate ** Taxed at the higher commercial rate

Property Tax Deferrals and Exemptions – Lincoln's property tax deferral program allows seniors 60 years or older with an income below annually established levels to defer all or part of their annual property taxes. Presently incomes may not exceed $69,000 for a single person or $103,000 for a married couple. Deferred property taxes and interest at 4% are repaid to the Town when the owner dies or sells the home. Four property owners took advantage of the property tax deferral in fiscal year 2025. Please call the office at any time of the year to receive an application or consult with office staff about the various exemption and deferral programs.

CAPITAL PLANNING COMMITTEE

Audrey Kalmus, Chair and At-Large Citizen Representative
Jacquelin Apsler, Library Trustee Representative
Chris Burns, At-Large Citizen Representative
Debra Daugherty, At-Large Citizen Representative
Jim Hutchinson, Select Board Representative
Jake Lehrhoff, School Committee Representative
Norman Levey, At-Large Citizen Representative
Mark Masterson, Conservation Commission Representative
Rich Rosenbaum, Finance Committee Liaison, Ex-Officio
Dan Pereira, Assistant Town Administrator, Ex-Officio

Each spring the Capital Planning Committee (CapCom) meets with all relevant town departments to review their *5+ year capital plan.* The following fall, they receive *capital assets and maintenance requests* for the upcoming fiscal year and evaluate each proposal for need, viability, and the effect on operating budgets.

In Fall 2023, CapCom reviewed FY25 requests (including disapproved items) equaling $1,522,626. Their approved recommendations for funding are below:

FY25 initial proposals listed in priority order for each department	Requested Amount	Approved Cash Capital	Approved Maintenance
CEMETERY COMMISSION			
Digital Records/Map Program	$ 24,200	$ 24,200	
Cemetery Sub-total	**$ 24,200**	**$ 24,200**	**$ -**
CONSERVATION			
2023 Tacoma SR5 Work Truck	$ 43,938	$ 43,938	
Rock Rake	$ 5,387	$ 5,387	
Conservation Sub-total	**$ 49,325**	**$ 49,325**	**$ -**
DPW			
Loader	$ 250,000	$ 250,000	
DPW Sub-total	**$ 250,000**	**$ 250,000**	**$ -**
FIRE DEPARTMENT / EMS			
Air Supply Unit / SCBA	$ 78,000	$ 78,000	
Fire Sub-total	**$ 78,000**	**$ 78,000**	**$ -**
INFORMATION TECHNOLOGY			
Network Electronics Upgrade	$ 95,000	$ 95,000	

IT Sub-total	**$ 95,000**	**$ 95,000**	**$ -**
LIBRARY			
Maintenance	$ 63,600		$ 63,600
Library Sub-total	**$ 63,600**	**$ -**	**$ 63,600**
FY25 initial proposals listed in priority order for each department	**Requested Amount**	**Approved Cash Capital**	**Approved Maintenance**
LINCOLN PUBLIC SCHOOLS			
Maintenance Vehicle	$ 40,000	$ 40,000	
Facilities Director Vehicle	$ 25,000	$ 25,000	
Wireless Access Point Replace	$ 64,787	$ 64,787	
Hartwell Window Curtain Wall	$ 15,000	$ 15,000	
LPS Sub-total	**$ 144,787**	**$ 144,787**	**$ -**
LSRHS			
Exterior Masonry (stairwells)	$ 19,035	$ 19,035	
Replace Lighting Control Panel	$ 21,015	$ 21,015	
Wifi Network Upgrade	$ 10,348	$ 10,348	
LSRHS Sub-total	**$ 50,398**	**$ 50,398**	**$ -**
POLICE DEPARTMENT			
Replace 9 ballistic vests/carriers	$ 26,654	$ 26,654	
Replace Marked Cruiser #6	$ 64,729	$ 64,729	
Police Sub-total	**$ 91,383**	**$ 91,383**	**$ -**
SELECT BOARD			
Electronic Voting System	$ 35,000	$ 35,000	
Select Board Sub-total	**$ 35,000**	**$ 35,000**	**$ -**
TOWN FACILITIES			
Maintenance	$ 78,648		$ 78,648
Directors Vehicle	$ 21,500	$ 21,500	
Town Hall Lighting Controls	$ 200,000	$ 200,000	
Replace Public Safety Boilers	$ 115,000	$ 115,000	
Facilities Sub-total	**$ 415,148**	**$ 336,500**	**$ 78,648**
ANNUAL TOTALS	**$ 1,296,841**	**$ 1,154,593**	**$ 142,248**

On Saturday, March 23, 2024, attendees at Annual Town Meeting approved all recommendations.

COMMUNITY PRESERVATION COMMITTEE

Eric Zimmerman, Chair
Craig Donaldson
Neil Feinberg
Ephraim Flint
Andrew Glass
Fuat Koro
John Ottenberg
Thorton Ring
Kathleen Shepard

The Community Preservation Committee's (CPC's) mandate is to study the needs of the Town in four areas of community interest: open space, preservation of historic structures, community housing (defined as low and moderate income housing), and recreation. It solicits inputs from citizens and other town boards and committees and makes funding recommendations to the Town in these areas. The goals of the Community Preservation Act (CPA) coincide closely with Lincoln's Vision Statement on open space, historical legacy, economic diversity, and citizens' convenience. To address these goals, the CPC meets with town boards and other organizations to develop a thorough understanding of the town's present and future needs, priorities, and objectives in the areas of CPA concern. It solicits proposals and evaluates them in light of these priorities.

At Town Meeting in March 2024, the CPC proposed and the Town approved the following CPA fund appropriations:

Town Office Renovation -debt service	287,460
Housing Rental Assistance Program	97,250
Housing Support Services	30,400
Housing Trust Request for Funds	500,000
Archives - Flint Family Historical Records	22,726
Elm Brook Hill Battlefield Preservation Project	150,000
Codman Community Farm C Barn Sprinkler Installation	400,000
Pierce House -ADA Walkways	20,000
Pierce House -Exterior Carpentry	25,000
P&R Tennis Court Irrigation System upgrade	38,900
P&R Tennis Court Irrigation Landscaping	1,200
P&R Codman Pool Cover	27,488
Library AC Replacement pans	4,951
Library Boiler & HVAC System Study	23,500
Wang property and athletic field debt	103,550
Administrative Expenses	3,500
Total Requests	**1,735,924**

The table below summarizes total appropriations and expenditures by the Town for projects funded using CPA funds from 2014 through 2024.

2014-2024				
Project	**Appropriation**	**Paid to Date**	**Balance**	**Status of Project**
75 Tower Rd Renovation	150,000	150,000	-	Complete
Admin Expenses	35,000	35,000	-	Complete
Arborvitae Cemetery	50,000	50,000	-	Complete
Bemis Hall Repairs	186,313	142,732	43,581	In Progress
Codman Barn Repairs	111,500	71,672	39,828	In Progress
Codman Farm Hay Barn structural study	5,000	5,000	-	Complete
Codman Farm Main Barn electrical work	15,000	15,000	-	Complete
Codman Tot Pool Renovation	182,000	151,475	30,525	Complete
Debt Service on Town Office Renovation	3,854,286	3,854,286	-	In Progress
Flint Homestead Survey	8,000	7,860	140	Complete
Fund debt service on borrowing for CPC project	1,367,663	1,357,758	9,905	In Progress
Funding of Affordable Housing Trust	278,329	278,329	-	Complete
Funding of Conservation Fund	261,774	261,774	-	Complete
FY15 FoMA area studies	6,000	6,000	-	Complete
Historic Properties Inventory	22,000	16,800	5,200	In Progress
Historic records archive and preservation	340,017	317,358	22,659	In Progress
Land Acquisition	1,225,000	1,225,000	-	Complete
LSRHS Softball Field	50,000	-	50,000	Withdrawn
Multi-sport Court	146,000	146,000	-	Complete
Pierce House Repairs	175,480	106,994	68,486	In Progress
Rehabilitation of tennis courts	20,000	20,000	-	Complete
Repairs & Improvements to Lincoln Library	693,140	603,688	89,452	In Progress
Smith School Playground	50,000	50,000	-	Complete
Wayfinding Battle Road Byway	1,000	-	1,000	Complete
Wetland Trail and Observation Platform	137,355	114,543	22,812	In Progress
Reconstruct Bemis Hall Basement	290,000	107,946	182,054	Complete
Community Housing Rental Assistance Prog	269,863	243,262	26,601	In Progress
Codman Pool Chemistry Controller	42,500	42,500	-	Complete
Codman & Ballfied Rd- Athletic Fields Irrigation	400,000	343,905	56,095	In Progress
Regional Housing Support Services	91,700	91,550	150	In Progress
Codman Farm Repairs	329,950	329,950	-	Complete
School Playgrounds	161,200	161,200	-	Complete
Drainage Study-Town Office Athletic Fields	26,800	25,000	1,800	Complete
Town Office Athletic Fields drainage Improvements	310,000	309,997	3	Complete
Conservation Improved Trailhead & Wayfinding Signage	7,266	-	7,266	In Progress
Housing Commission -Affordable Housing Unit Repairs	245,500	147,988	97,512	In Progress
Grand Total	**11,545,636**	**10,790,566**	**755,070**	

CPA funding has helped Lincoln considerably to create affordable housing, purchase conservation land, preserve key historic properties and create and rehabilitate recreation assets. Funds have been obtained through a 3% surcharge on our property taxes, which was supplemented by a 100% state match until 2008 and reduced levels of matching since, including a 28% match in FY2024. Even at current level of matching, savings to the Town are worthwhile.

The committee is currently reviewing proposals for the 2025 Town Meeting. In evaluating these proposals, it is considering:

- consistency with Lincoln's vision
- support by relevant town committees or organizations
- the extent to which the project helps to preserve threatened resources or town-owned assets;
- the extent to which the project serves multiple needs and populations, including the underserved;
- whether the project can realistically be accomplished within the proposed time frame and budget;
- the impact of delays in initiating the project; and
- the breadth of support for the project as indicated by fundraising through grants or private donations.

We welcome community inputs during all stages of our process – requesting, examining, and decision- making.

OGDEN CODMAN TRUST

The Ogden Codman Trust was created under the will of Dorothy S. F. M. Codman. Grants are geographically restricted to organizations and activities located within the Town of Lincoln and which primarily serve residents of the Town. Information about the trust, including its history and grant guidelines, can be found at www.codmantrust.org.

Among the grants approved in 2024 was a $500,000 award to the Town of Lincoln to support the Community Center Capital Campaign. This grant will be paid over a four-year period.

The following is a list of all the grants that the trustees approved in 2024

Organization	Project	Grant Award
Lincoln Minute Men	*Grant for Sound Equipment for Events*	$3,200
Town of Lincoln	*Community Center Capital Campaign (payable over four years)*	$500,000
Friends of Minute Man National Park	*Elm Brook Hill Battlefield Preservation Project (payable over two years)*	$50,000
St. Vincent de Paul Society – St. Joseph Conference	*Fundraising Appeal Matching Grant*	$15,000
Historic New England	*Care and Maintenance of Grounds at the Codman Estate*	$25,000
Mass Audubon	*Drumlin Farm's Ice Pond All Persons Trail Restoration & Improvements (payable over two years)*	$20,000
Lincoln School Foundation	*General Support*	**$7,500**
Town of Lincoln Parks & Recreation	*Summer Camp Financial Assistance*	$15,000
Codman Community Farms	*Major Signage Project ($15,000) and new blast chiller for the Codman Kitchen ($5,000)*	$20,000
	Total amount of grants approved	**$655,700.00**

Respectfully Submitted,

Susan T. Monahan, Trustee
Michael F. O'Connell, Trustee
Stacie Kosinski, Trustee

INFORMATION TECHNOLOGY

Michael Dolan, IT Director
Anthony Kim, IT Support Specialist

New Staff – In September, we welcomed Anthony Kim as our new Information Technology Support Specialist. Anthony brings a wealth of IT knowledge and expertise, having worked previously as a contractor in Lincoln. Recently, he has acquired municipal experience, making him an invaluable member of our team.

File Server Migration – The town has installed new servers that mirrors our data across physical locations. The file servers are running on redundant virtual hosts and can be restored to the either server in the event of a host crash. We have also shifted some of our less critical backups to cloud storage for easy retrieval without having to provide local capacity.

Security Awareness Training – Our network faces multiple intrusion attempts every minute. Lincoln has had Security Awareness Training for years and the program is one of our best defenses against cyberattacks. The latest program updates include tests that use AI templates that build tests using real phishing emails. The system also provides training videos that help users recognize scamming techniques and avoid social engineering attacks.

Network Electronics Upgrade – We have ordered new network electronics for most of the town sites. This upgrade will position us for more robust network auditing and management capabilities. We will also have the infrastructure to support a cloud phone system and a comprehensive authentication system for accessing the network's more sensitive devices.

Windows 10 End of Life – Windows 10 will no longer be a supported platform as of October 2025. Information Technology will be replacing the computers that cannot be upgraded. Since we purchased many computers in 2019, we have around thirty systems where the processor cannot run Windows 11. While Microsoft will continue to support these devices for a fee, the town is trying to avoid the ongoing additional costs associated with this service.

Grants – The town has secured a state/federal grant that will allow us to make some significant changes in the security of our environment. We will make required changes in our Public Safety environment and implement advanced authentication procedures on the entire town network. We will also engage with vendors to perform disaster recovery exercises for various scenarios.

Phone System – Our locations have varying types of phone systems with little interoperability. This year the town will be replacing the older voice systems with a unifying cloud-based solution that should reduce monthly carrier costs and provide greater management capability. Service will be provided by the Internet and redundant internet connections should greatly reduce outages.

FACILITIES DEPARTMENT

Facilities Director: Brandon Kelly
Building Systems and Energy Manager: Lenny Brooks
Administrative Assistant: Kerry Parrella
Custodian/ Maintenance: Rod McDonald

The Facilities Department maintains and oversees over 458,500 square feet of municipal buildings with an assessed (building only) value exceeding $215 million dollars. The department oversees 6 school buildings and 7 town buildings. The Department has a total of 21 employees. Broken down there are 3 full time employees who work for both the schools and the town, 13 school custodians, 1 school maintenance worker, 3 part time school employees and 1 full time town employee who performs custodial and maintenance duties.

The Facilities staff dedicated to the town work primarily the day shift and are responsible for the maintenance, cleaning and operations of the town buildings. Some tasks are:

- Daily cleaning of all areas
- Set up and breakdown of events
- Physical repairs and maintenance of all areas
- Monitoring of building systems to include HVAC, lighting systems, door access controls, plumbing and electrical
- Oversight of all contracted services
- Procuring and implementation of all capital projects

Capital Projects
The Town capital planning process handles the initiatives directed at improvement of Town facilities. The Facilities Department has developed a 5-year capital forecast to assist in the planning of our annual requests. These requests are then prioritized and approved for a Town Meeting vote by the Capital Planning Committee.

Vehicles
The Facilities Department currently has 2 vehicles that serve the town side. One is used for the facilities director, and the second is for the Building System Manager The department has instituted a practice of using old police vehicles whenever possible.

Green Initiatives
The Facilities Department has successfully gone to an all-green cleaning approach. The cleaning products we use within the town buildings are natural eco-friendly products. This practice allows us to maintain a clean and safe

work environment. We also support the Town's Integrated Pest Management Plan when servicing grounds.

In an effort to reach the Town's energy goals, the department also evaluates building system repairs to see if greener alternatives are appropriate.

Maintenance
The Facilities Department assesses every request, preventative maintenance or emergency maintenance task that is needed to see if the task can be done by the skilled team of in-house employees' Larger projects or tasks requiring licensed professionals are contracted out. Through training and classes our team of in-house employees has been able to take on more of the required maintenance helping to save the operating budget from the inflated cost of outside contractors.

Utilities
The cost of utilities has remained relatively constant over the past several years, through a combination of long-term contracts for commodity gas and electricity, and mild weather in both winter and summer which led to short heating and cooling seasons. The Town just renegotiated the utility rates for the next two years and a new contract was signed for the remaining Town Building electric and gas rates.

POLICE DEPARTMENT

Chief: Sean Kennedy

Lieutenant: Jon Wentworth

Sergeants: Matthew Armata
Anthony Moran
David Regan
Ian Spencer

Admin. Assistant: Catherine Dubeshter

Officers: Nicholas Facciolo
Kelsey Francher
Seth Gordon
Gregory Lamb
Vincent Oliveri
Laura Stewart

Dispatchers: Samuel Cullinan
Christine Conrad
Michael Keough
Mark Sefton

The Lincoln Police Department is committed and dedicated to the needs of our community. We strive to provide quality police services in an effective, responsive, and professional manner. Our responsibility is to maintain order while treating every individual we encounter with respect, dignity, and compassion. Our objective is to improve the quality of life through community and interagency partnerships to promote a safe and secure community for all.

In 2024, there were significant personnel changes within the department due to retirements which occurred in 2023. In January, Officers Kelsey Francher and Vincent Oliveri graduated from the Massachusetts Police Training Council Police Academy. After a three-month Field Training Program, Officers Francher and Oliveri are now patrolling on their own. In January, Matthew Armata was promoted to the position of Sergeant. This promotion is the result of the retirement of Paul Westlund in December 2023. In January, Samuel Cullinan was hired as an Emergency Dispatcher. In March, Gregory Lamb was hired as a police officer. Officer Lamb came to the department after working at the Middlesex Sheriff's Department and the Berklee College of Music Police Department. After a three-month Field Training Program, Officer Lamb is now patrolling on his own. In June, Sean Kennedy was appointed as Chief of Police by the Select Board. As a result, of the Chief's appointment, in July Jon Wentworth was promoted to the position of Lieutenant, and David Regan was promoted to the position of Sergeant. In December, Christine Conrad was hired as an Emergency Dispatcher. This position became available when Jonathan Poisson was hired as a Police Officer with the Town of Wellesley.

The following are highlights of the department for 2024.

Roadway Safety: The department continues to be an active participant with both the Roadway Traffic Committee and Bicycle & Pedestrian Advisory Committee. We continue our Traffic Monitoring Program which deploys traffic counters at various locations throughout the town. By combining this traffic data with accident data, the department is able to identify specific areas for enforcement and monitoring to ensure the roadways are safe for motorists, pedestrians and bicyclists. The department received a Municipal Road Safety Grant of $19,997.49 from the Commonwealth of Massachusetts. Funds will be used for enforcement campaigns to include speeding, crosswalk violations, seatbelt violations, aggressive driving, and operating under the influence offenses. A portion of the funds were used to purchase a portable breath test instrument which assists officers in detecting drivers who are operating under the influence of alcohol. We also purchased pedestrian and bicycle safety equipment.

Police Training: In addition to our annual forty (40) hours of in-service training, Officers Francher, Oliveri, and Lamb attended our partner Domestic Violence Services Network's forty (40) hours of Domestic Violence Advocate Training. Sergeant Moran and Officer Gordon completed the forty (40) hour Northeastern Massachusetts Law Enforcement Council Detective School. Officer Gordon completed the National School Resource Officer Training. In May, the department participated in a large-scale ASHER (Active Shooter Hostile Event Response) drill at the Massport Civil Air Terminal. Participants included our police and fire partners from Bedford, Concord, and Lexington, along with the Massachusetts State Police, and MASSPORT Fire Department.

Committees: Members of the department continue to be active participants on the following committees:

- Outreach Providers
- Roadway Traffic Committee,
- Bicycle & Pedestrian Advisory Committee
- Community Center Building Committee
- IDEA (Inclusion, Diversity, Equity and Anti Racism) Initiative – Town Employees
- Lincoln 250th Committee

Police Intervention: The department's partnership with Domestic Violence Services Network and Eliot Community Human Services has allowed victims, families and individuals dealing with domestic violence, mental health and/or substance abuse to connect with necessary services, both locally and through their health insurance.

Community Outreach: Members of the department participated in the "No Shave November" campaign which raises money to support the Home Base program which provides mental health services for our military veterans. During the holidays, the department participated in the Toys for Tots program. The department participated in crime prevention programs at the Lincoln Council on Aging along with the Middlesex Sheriff's Department and AARP. In November, the department held a community meeting at Lincoln Woods, speaking to the residents about services available to them and answering any questions as it relates to the police department.

250th Anniversary Planning: The department is planning with our federal, state, and local partners for the events commemorating the 250th Anniversary of the Battles of Lexington and Concord in April 2025.

PROTECTION OF PERSONS & PROPERTY: The following is a summary of activity by the Lincoln Police Department for the 2024 calendar year.

Calls for Service	3,984
Business/Residential Site Checks	4,171
Crimes against Person	11
Crimes against Property/Fraud	95
Arrests	32
Criminal Complaints	54
Traffic Stops	2,279
Traffic Citations	1,915
Operating Under the Influence	12
Accident Investigations	92

Sean E. Kennedy, Chief of Police

FIRE DEPARTMENT

Fire Chief: Brian J Young

Lieutenants/Shift Commanders:

Scott Christensen (Fleet Mechanic)	Mark Mola
Ben Juhola (Training Coordinator)	Tim Neufell (Fire Prevention)

Firefighters:

Joseph Cavanaugh	Mike O'Donnell
Dave Appleton	Michael Gassiraro (EMS Coordinator)
Caleb Hagarty (P.I.O.)	Kevin Kirmelewicz (L.E.P.C./Fire Alarm)
Joseph Lenox IV	Thomas Blair
Tom Pianka	

Call Firefighters:

Ryan Piersiak	Kevin Gates
Joseph Machado	Paul Penachio
Domenic Ardizzoni	Brendan Scurlock
Dylan Child	Michael Devlin
Michael Goldblatt	Christopher Doeg

The Lincoln Fire Department strives to achieve absolute confidence from the community by providing residents and neighboring communities with professional emergency medical services, fire suppression and fire prevention programs.

2024 was a busy year. Our average annual run volume over the past 5 years is 1440 per year. This past year, we had a total of 1428 emergency responses, a slight decrease from last year. Due to the activity, we had to call 39 mutual aid ambulances to assist when our ambulance was already busy on a previous incident. We had a very busy and abnormal fall brush fire season. We want to thank all the residents that helped us prevent outside fires. We are hoping for more precipitation for a wet spring burning season. It is possible there are more red flag days than normal.

Grants: This year has been very successful regarding state grants; we just finished our 2023 SAFE and Senior Safe grant and have applied for another SAFE grant for 2024. This grant pays for supplies and time for firefighters to visit every student in elementary school and explain the dangers of fire and ways to stay safe in case of an emergency. This has been very rewarding, such as when we found out a child dialed 911 for a parent in distress.

The Senior Safe side of this grant allows for supplies and a firefighter to assist in replacing batteries and smoke detectors in residents' homes that are over 65. This has been a great program as we believe early warnings save lives.

This program has become so popular that we typically run out of supplies and must wait for the grant to be renewed to continue supplying senior citizens with detectors.

We have received a grant from the Department of Fire Services that will cover the cost of a PPE firefighter gear dryer, ice rescue suit and new Electric vehicle response equipment.

We have applied for a federal firefighter assistance grant for a $20,000 gear washer.

Inspections: In previous town reports we have only reported emergency responses. Going forward, we will be including inspections to give an idea of the activity and fire prevention work that is done behind the scenes. Below you will see those numbers included in “total responses”.

Personnel: We were proud to celebrate two department member’s 20 years of service milestones. Lt. Christensen and LT. Juhola were both awarded with a pin and letter of recognition from the Department of Fire Services. We also saw the departure of David Whalen who retired in 2024 after 47 years of service to the Lincoln Fire Department as a call firefighter.

Apparatus: Ambulance 2 has been ordered. Although we were scheduled to purchase a new ambulance next year, the wait time for an ambulance build is up to 26 months. We Moved the priority up one year to help account for the build time. A new ambulance to replace A2 is expected to arrive in July of 2026. Ambulance 2 will replace our 2015 Ford ambulance.

Annual Response Summary:

1621	Total responses
1428	Total emergency calls
193	Inspections, including 105 26F Smoke/CO certificates
727	Emergency Medical responses
500	Transports to the hospital
241	Smoke detector activations
101	Residential fire alarms
37	Trees and wires down
105	Mutual aid incidents including 39 ambulance calls and 9 structure fires
31	Motor vehicle accidents
25	Carbon Monoxide incidents
3	Brush fires
6	Structure fires
4	Vehicle fires

BUILDING DEPARTMENT

Mark Robidoux, Building Commissioner
Victoria Benalfew, Administrative Assistant
Robert Norton, Wiring Inspector
Welter Rasmussen, Plumbing/Gas Inspector

This has been another busy year with the completion of the public school and solar project. We are currently working on reviewing plans for the upcoming major renovation and additions at The Commons as well as the new Senior Center on Ballfield Road and solar farm located at the recycling center. The State has adopted new Building codes based on the ICC 2021 family of codes. Additionally, Lincoln has adopted the fossil free pilot program, information on these codes are provided at the building department website at:
https://www.lincolntown.org/242/building-engineering.

The Building Department is responsible for enforcing the General Laws of the Commonwealth of Massachusetts and the Town of Lincoln's bylaws, specifically those related to public safety and the construction and occupancy of buildings and structures.

We aim to provide exceptional customer service while safeguarding public health, safety, and overall well-being. This is achieved through ensuring structural integrity, safe means of egress, stability, proper light and ventilation, energy efficiency, and protection of life and property from fire and other hazards associated with the built environment.

The Building Department also works in collaboration with the Fire Department, Planning, Conservation, and Zoning departments to support land use functions and assist existing departments. We are dedicated to continuously improving operational efficiency and enhancing the delivery of services to the community.

Values of construction permits for work during the past year as submitted by applicants in 2024:

Building (Residential and Commercial)	$52,592,654.91
Plumbing (Residential and Commercial)	$948,094.35
Electrical (Residential and Commercial)	$2,502,909.12
Gas (Residential and Commercial)	$262,294.17
Total	$56,305,952.55

Permit Fees Collected in 2024 – Residential & Commercial

Building	$407,324
Plumbing/Gas	$26,862.18
Electrical	$98,577.08
Total	$532,763.26

Building Permits Issued in 2024

New Residential	3
Additions and Remodeling	14/29
Garages and barns	22
Decks and porches	22
Sheds	3
Sheet Metal Permits	23
Demolitions (house)	1
Demolitions (accessory structures)	2
Re-roofing	51
Tents (temporary)	13
Wood Burning Stoves	4
Cell Tower – changes to existing	1
Accessory Apartments	5
Solar Panels	41
Pools/Spas	4
Fences	3
Signs	3

Building Permits Issued:	397
Plumbing/Gas Permits Issued:	227
Electrical Permits Issued:	279
Total Permits Issued:	903

The Building Department is located on the second floor of the Town Office at 16 Lincoln Road, Lincoln MA 01773. We can be reached at 781-259-2613.

SEALER OF WEIGHTS AND MEASURES

State of Massachusetts

The Sealer of Weights and Measures for the Town of Lincoln is the state of Massachusetts.

In 2024, they inspected 3 service stations, 5 Farm Stands, and Donelan's Supermarket in Town as required by the Commonwealth of Massachusetts.

Service Stations	3
Supermarkets	1
Farm Stands	5
Sealing fees	$ 1785

Any questions regarding weights and measures for the Town of Lincoln should be directed to the Office of the Building Commissioner, Telephone No. 781 – 259-2613.

BOARD OF HEALTH

Steven Kanner, M.D.
Patricia Miller.
Frederick L. Mansfield, M.D., Chair

The Board of Health typically convenes on the first or second Wednesday of each month at 7:30 p.m., with all meetings open to the public. Citizens wishing to be included on the meeting agenda are encouraged to contact the Board of Health Office at least two weeks prior to the scheduled meeting date. The Board's Administrative Assistant, Victoria Benalfew, also serves in the same capacity for the Building Department. Inspectional services are provided through an inter-municipal agreement with the Town of Concord. The Board's health agents are Melanie Dineen and Micheal Funiaole, who are responsible for the enforcement of both local and state public health regulations.

The Board of Health oversees a broad range of issues, including water protection, solid and hazardous waste management, communicable diseases, and environmental public health hazards. In particular, the Board is responsible for managing the on-site wastewater system program and enforcing the state sanitary code for food establishments. Additionally, the Board conducts inspections of summer camps, swimming pools, beaches, and private water wells to ensure health and safety standards. The Board also oversees mosquito control programs and supports mental health services for Lincoln residents through Eliot Community Human Services. Further, the Board has facilitated radon testing initiatives for homeowners. The Board collaborates closely with the town-appointed Animal Control Officers to conduct barn inspections, animal censuses, and address animal-related complaints.

Permitting

In 2023, the Board of Health issued 12 well permits, 2 pool permits, 4 recreational camp permits, and 22 septic permits.
Additionally, 35 food permits were granted.

Board agents responded to 14 complaints covering various issues, including housing, trash, and other nuisances.

Hearings

In 2024, one variance to local septic regulations was granted.

The Board of Health continues to hold meetings virtually via Zoom. Monthly updates on COVID-19 and flu cases in Lincoln are provided by Trish McGean, while Melanie Dineen offers updates on septic permitting, housing, and other

public health concerns. The Board also maintains a radon detection kit loaner program, available at Town Hall for residents.

Trish McGean has continued working tirelessly to coordinate various COVID and flu clinics for seniors and town residents in addition to her regular duties as Town nurse.

OTHER ACTIVITIES

Communicable disease control: Communicable disease reports regarding Lincoln residents are forwarded to Trish McGean, Town Nurse, for review and possible follow-up. Case reports investigated for the Board of Health since 2022 are summarized on the following table. The numbers indicate cases which may be confirmed, suspect, or probable and may also indicate residents who are considered contacts of individuals (residents and non-residents) with communicable diseases.

Disease Reports	2022	2023	2024
Lyme Disease	44	27	41
Salmonella	2	1	-
Monkeypox	0	-	-
Human Granulocytic Anaplasmosis	6	8	11
Campylobacteriosis	1	1	-
Yersinia	1	-	-
Influenza	34	12	36
Hepatitis E	1	-	-
Varicella	0	-	1
Hepatitis B	0	-	4
Babesiosis	3	3	5
Hepatitis A	0	-	-
Hepatitis C	0	1	-
Giardiasis	2	-	1
COVID-19 lab	602	98	73

HAZARDOUS WASTE COLLECTIONS:

This year we are using Trident for hazardous waste collection. Registration will remain online, which has very successful. Lincoln is one of several towns participating in the Minuteman Hazardous Waste Facility located on Hartwell Avenue in Lexington. The facility holds eight collection days a year beginning in April and ending in November.

ANIMAL CENSUS:

The following table lists the population of farm animals since 2016.

Type	2016	2017	2018	2019	2021	2022	2023	2024
Cattle, beef	48	31	36	38	40	40	36	37
Cattle, yearlings	0	0	0	0	0	0	0	
Goats	0	0	0	0	22	16	27	34
Sheep	133	127	103	109	89	99	156	104
Rabbits	0	0	0	0	9	0	0	0
Swine	13	22	22	25	19	22	12	10
Horses/Ponies	59	49	49	49	40	47	42	45
Llamas/Alpacas	7	7	8	8	6	5	5	5
Emu	0	0	0	0	0	0	1	1
Chickens	1,196	1,383	1052	1,211	1,194	1,077	1,005	1,055
Turkeys	0	0	0	0	0	0	0	15
Waterfowl	12	10	13	17	15	4	15	13
Geese	0	9	1	1	0	0	0	
Guinea Hens	0	0	6	0	0	0	0	
Pigeons	6	0	0	0	0	0	0	

TOTAL NUMBER CALLS HANDLED - 2024	**140**
# Complaint Calls	15
# Lost Dog Calls	7
# Lost Cat Calls	5
# Other Cat related calls	4
# Animal / Wildlife Calls	40
# Miscellaneous Calls	37
TOTAL # ANIMALS PICKED UP	0
Total # not licensed	
Total # dogs not claimed # still in dog officer custody #surrendered to Humane Shelter	
TOTAL # HUMAN BITE OR ANIMAL BITE CALLS	
TOTAL # QUARANTINE ORDERS ISSUED/RELEASED	
TOTAL # CITATIONS ISSUED	
# No license citations # Leash Law/Dog not under owner control	
Barn Inspections Completed in 2024	30
#Animal Specimens submitted to State Lab	0

COMMUNITY CENTER BUILDING COMMITTEE (CCBC)

Sarah Chester, Chair	Rob Stringer
Jonathan Dwyer, Co-Chair	Allison Taunton-Rigby
Kim Rajdev	Dilla Tingley
Ellen Meyer Shorb	Krystal Wood
Todd Staples	

Overview. The CCBC was established at the March 2022 Annual Town Meeting (ATM) and sponsored by the Select Board. Building on the 2018 Community Center Preliminary Planning and Design Committee (CCPPDC), our charge has been to move the development process for a community center forward and, if approved by the town, to build it. In addition to the voting members listed above, we include 6 ex-officio staff members and about 16 liaisons from stakeholder boards, committees, and organizations.

What is a community center? It is a warm and inviting place that fosters sharing and fellowship. It brings together residents of all generations to join in the civic, social, and cultural life of the town. It provides human services and recreational programs for all ages. For Lincoln, it is a building that will house and meet the needs of the Council on Aging & Human Services (COA&HS), the Parks & Rec-reation Department (PRD), and Lincoln Extended-Day Activities Program (LEAP). The community center will benefit the town both socially and economically: it will ensure that seniors (who constitute about one-third of Lincoln residents) are fully included in recreational, social, and cultural events; it will enable the COA&HS and PRD to program activities across generations; it will provide our community's afterschool program with new facilities and additional resources; and it will reduce overall costs by combining all of these functions in the same building.

Previous years' tasks. The Special Town Meeting (STM) of Nov. 30, 2022, authorized CCBC to spend $325,000 to hire an architect and other professional services to develop a design concept. The STM also directed the CCBC to develop options that cost up to 50 percent and up to 75 percent of the then-approximately $25 million projected from the legacy designs of the CCPPDC. The CCBC hired ICON Architecture in February 2023. Through the spring and summer of 2023, CCBC and ICON worked to learn the needs of the town; of the COA&HS, the PRD, and LEAP; as well as of the site and the campus. We held frequent open meetings and community forums. We visited and consulted over 13 community centers and Councils on Aging and researched 16 benchmark towns to ensure that our size and costs were in line. We conducted a survey on what the town values (almost 600 responses) and on what the town committees and boards need and want from a community center. CCBC created a website (LincolnCommunityCenter.com) and posted all of the collected information on it. At the State of the Town (SOTT) on Sept. 30, 2023, CCBC asked over 300 attendees for their preferences among design

options at the three cost levels. Those preferences helped to revise the design concepts for the three cost levels presented by CCBC and ICON at the STM on Dec. 2, 2023. Two rounds of voting at the STM resulted in selection of the 100% option to go forward, having received 59% of the 648 votes cast. The cost of that concept was not to exceed $24.019 million.

Key 2024 tasks. At the ATM on Mar. 23, 2024, CCBC and ICON presented the refined conceptual design for final town approval. The residents voted to approve bonding the construction, with 81% in support (exceeding the required 67%). At the town election on Mar. 25, the town approved the use of taxes to pay for the bonding, with 57% in support (exceeding the required 51%). Costs of funding are as follows (per Finance Committee, February and December 2024):

Costs and Funding (FY25)	**Source**	**Amount**
Cost estimate		$24,019,104
Offsets from Town (Fin Com)	Stabilization Fund	($4,750,000)
	Free Cash	($2,000,000)
Grants, Donations*	Codman Trust (Grant)	($500,000)
	FLCOA (Donation)	($1,000,000)
Total to Bond		**$15,769,104**

*Not including private donations

The CCBC hired ANSER Advisory (now ACCENTURE), as Owner's Project Manager (OPM) in May 2024 to represent the town's interests and help guide the project to completion. Through summer and fall 2024, the full team conducted extensive work on the design and site, including stakeholder discussions and cost estimates. We have completed the schematic design and design development phases and have tightened the design to remain within budget.

We have worked closely with the town regulatory boards and other committees to obtain a demolition permit for the three Hartwell Pods, to meet Conservation requirements, to meet Net Zero requisites, to coordinate electrical requirements with Eversource and the School, to prepare Strats Play Area for safe use, to prepare the new Maintenance shop in Hartwell Main, and to help ensure bicycle and pedestrian accessibility—all while ensuring that the building and the site meet the needs of the stakeholders and the community.

CCBC and ICON presented the design and a summary of these activities at the SOTT on Dec. 7, 2024, and details are available on LincolnCommunityCenter.com.

Conclusion. Although some costs may have shifted between line items, we remain on budget and on schedule. We will go out to bid for the general contractor in April 2025, demolish the Pods about June 2025, begin construction in July 2025, and complete construction late fall 2026.

LINCOLN COUNCIL ON AGING & HUMAN SERVICES

Thomas Casey
Laura Crosby, Vice-Chair
Stephen Hines
Sally Kindleberger
Wendy Kusik
Jane O'Rourke
Terry Perlmutter
Kathy Ramon
Donna Rizzo
Peter Von Mertens
Hope White
Dilla Tingley, Chair

Mission Statement – The Council on Aging & Human Services (COA&HS) is a welcoming organization that embraces diversity, equity, and inclusion (DEI). The COA&HS strives to enrich the lives of Lincoln's residents 60 years of age or older (approximately 1/3 of the population) and assist these residents to remain safely and independently in our community.

In addition, the COA&HS provides a variety of human services to Lincoln residents of all ages who are in serious financial crisis or need help in caring for elders. We also develop new social service resources for residents of all ages in collaboration with other Town departments and organizations. Most of our educational, social, and recreational activities are open to residents of all ages.

A facility that is safe, adequate, accessible, and designed especially for older residents is essential to our ability to provide programs and services now and in the future as Lincoln's senior population continues to grow. Thus, much of our effort over the past year has focused on working with the Community Center Building Committee towards the eventual construction of a community center.

In addition, we have strived to offer a slate of programs that meet the needs of and represent the wide diversity of Lincoln residents. Among this year's highlights:

- Lincoln Academy presentations on Lunar New Year, Codman Estate & Slavery, The Gardner Museum Theft, College Behind Bars, and more.
- Cultural programs funded by the Friends of the COA (FLCOA) and the Friends of the Library (FOLL) including plays, musicals, concerts, orchestra recitals, variety shows, and more.
- New groups including Cardio Jazz, Clutter Bug Support, and Traveling Chef.

- Health clinics and trainings, such as COVID and Flu Vaccine clinics, CPR, Fall prevention, Health and Wellness Fair, and more.
- Programs on important issues such as fraud and identity theft prevention, emergency preparedness, computer AI technologies, and Medicare.
- Trips to Castle in the Clouds and a Lobster Bake Harbor Cruise.

Photo: Doo-Wop Team members (R.L. Smith, Carol DiGianni, Harold McAleer, Mark Faulkner, & Peter Stewart) perform at Polar Park during a WooSox game.

This year, we redoubled efforts related to both nutrition and intergenerational programming.

Nutrition

- Through partnership with the FLCOA, Minuteman Senior Services (MSS), and generous donations, we offered monthly "Traveling Chef" meals, where three chefs prepared special meals (e.g. carving station) onsite.
- In an effort to continue our goals with respect to DEI, vegetarian and Asian meals options were regularly offered during weekly congregated dining.
- We held our first annual Lunar New Year and Diwali meals, which included holiday-appropriate menus. Invitations were mailed to every senior community member known to the COA&HS who might find these celebratory meals of special interest.
- Through earmark MA Dept. Agricultural Resources budget funding, partnership with Codman Community Farms, Hannan Healthy Foods, the Agricultural Commission, and the Food Pantry, we provided 30 households who had previously received grants from the Emergency Assistance Fund with CSA Farms Shares for 24 weeks.

Intergenerational Programming

- Through collaboration with the Lincoln Public Schools (LPS), Barbara Davis (Lincoln's oldest living resident at 102) received a landslide of homemade birthday cards from the children of LPS.
- In partnership with Magic Garden, several singalongs, planting days, and art programs were enjoyed by the young and old alike.
- With the help of the Police Dept., Lincoln senior women and the 5th grade Girl Scout Troup participated in a hands-on (and lively!) intergenerational self-defense class. *Photo: Resident Sally Kindleberger and Sergeant Ian Spencer practice self-defense techniques.*

We are profoundly grateful for existing and evolving relationships with various community groups including the Agricultural Commission, Garden Club, Magic Garden, the Friends of the Lincoln Council on Aging, Housing Commission, Community Preservation Commission, FOLL, Board of Assessors, Water Commissioners, Domestic Violence Services Network, among many others.

BEMIS TRUST

Mimi Borden
Sara Mattes
Rachel Marie Schachter

We began our programming in June with the SRO performance by award-winning, New Orlean cellist, live-looping artist, singer/songwriter, composer, and producer Helen Gillet.
https://www.youtube.com/watch?v=0vk2EMeXx4o
https://www.helengillet.com

Bemis Hall proved once again to be a wonderful performance space for cultural events in Lincoln, and we look forward to hosting more.

Our next event, co-hosted with the Lincoln Historical Society and Lincoln250, reflected our commitment to expanding collaborations with other organizations in town. It also marked the beginning of our exploration into the roots of why Lincoln chose to take up arms and join in the resistance to the British Crown on April 19,1775. Noted scholar and author Dr. Robert Allison attracted a fall house to Bemis Hall in September for his talk, “When Enough is Enough: How Resistance Turned to Revolution in 1775.”
https://www.youtube.com/watch?v=8OnlX4ilcYc

In the spirit of further collaboration and support of Lincoln’s cultural organizations, we joined in the sponsorship of Lincoln Open Mike Acoustic (LOMA) to ensure the continuation of their programming and further contributions to Lincoln’s cultural life in Bemis Hall.

Looking ahead, we are excited to come together for robust, collaborative programming in 2025 and beyond.

The Bemis Free Lecture Series began in 1892. It was held in Bemis Hall, which was built by Lincoln entrepreneur George Bemis. It was common for wealthy men of his era to leave a legacy of buildings, and George Bemis was no exception. Not only did he build the hall to be a town office and meeting place, but he built the second floor to be a lecture hall and performance space, and he endowed a lecture series.

The lecture series was modeled after the Chautauqua movement of his time, which aimed to bring entertainment and culture to the masses. The Bemis Trust’s charge stated that the series was “to bring education and edification to the citizens of Lincoln.” This meant that the ordinary folk of Lincoln were to enjoy what previously had been reserved for a wealthy and elite society. The endowment for the lecture series was doubled in 1982 by the bequest of native

son John Todd, and the charge expanded to include “entertainment and recreation.”

The series has hosted Robert Frost, Archibald Cox, John Kenneth Galbraith, Julie Taymor, Imago Theatre, Grace Paley, Dr. Benjamin Spock, The Steel Band of Blue Hill Maine, a basketball clinic run by Dave Cowens, Mission: Wolf, Margaret Mead, Julia Glass, Michael Fitzgerald, and many others of great note.

Today, the Bemis Free Lecture Series is administered by three elected trustees. Whenever possible, we commit to programming, both virtual and in-person, that will welcome all ages and reflects Lincoln’s commitment to diversity, equity, and inclusion. Please reach out if you have any suggestions!

VETERANS SERVICES

Peter Harvell, Veterans Services Officer

Mission Statement – The mission of the Lincoln Veterans Services Officer (VSO) is to advocate on behalf of all of Lincoln's veterans, provide them with quality support services and to direct the Commonwealth's Veterans Benefits, MGL Chapter 115 program of emergency financial assistance to those qualifying veterans and their dependents.
Veterans Benefits – The VSO also serves as a resource for veterans' benefits and entitlements. The VSO assists veterans and qualifying dependents apply for federal benefits such as: compensation, pension, Dependent Indemnity Compensation, VA healthcare, burials, and the GI Bill for education benefits. On the state and local level, we assist with: Veterans Annuity, property tax abatement, "Work Off" programs, war bonuses, and burials in state veterans cemeteries, as well as administrating Chapter 115 Veterans Benefits.

Memorial Day – Parks and Rec worked very hard with Navy Captain Tom Risser to ensure the program was meaningful and enjoyable for all those who attended. Thanks to Jessica Downing, David Sequeira and Laurie Dumont of PRD, Chiefs Brian Young and Kevin Kennedy and their staffs for the great cookout and to the Boy Scout for setting up and taking down the seating.

Special thank you again to Captain Risser for being the Master of Ceremonies and to Lieutenant Colonel Gabrial Almodovar, USAF and Lincoln resident for being the keynote speaker. Speaking of key notes, thank you Evangeline Packineau for her singing of the National Anthem, both verses!

VSO office hours – Thursdays, 9AM-12PM at the Council on Aging & Human Services (COA&HS) in Bemis Hall. You may call on Thursdays mornings to speak to the VSO or call/email, 781-259-8811/lincolnveterans@lincolntown.org at any time to schedule an appointment.

Follow us on Facebook – Search for "Town of Lincoln Veteran Services."

DEPARTMENT OF PUBLIC WORKS

Chris Bibbo – Superintendent
Susan Donaldson – Office Manager
Steve McDonald - Foreman
Jim Durkin – Crew Chief
Brian Kerrigan – Mechanic
Cameron Arena
Brent Boudrot
Steve Frias
Jake Robinshaw
Dave Rollins
Danny Scirocco

The Department of Public Works is responsible for the construction and maintenance of streets, snow and ice control, transfer station and recycling coordination, tree maintenance as well as cemetery maintenance and burials.

In 2024, the Public Works Department completed many projects and activities.

- Route 126 (Concord Road) was paved by the State
- Partial paving of Tower Road, Pierce Hill Road, Round Hill Road and Hawthorne Circle

As compared to the record winters in the past, January, February, March and April of 2024 produced below average snowfall in Lincoln. DPW crews worked around the clock to maintain safe roadways and sidewalks and responded to 8 snow and ice events. The Department utilized its winter pre-treatment process. This process includes applying salt brine to the major Town roads in advance of a storm event. By applying this brine, the snow begins to melt immediately on the road. The snow and ice will not bind to the roadway, thereby reducing the overall amount of effort and materials that need to be used.

During the spring, the Department continued the process of removing built-up sand on the roadway shoulders. This sand builds up during the winter and can interfere with the roadway drainage and is a major contribution to pavement damage.

During the summer, the Department performed roadside vegetative maintenance, roadway striping, filled potholes, and fixed road signs.

The Public Works Department continued to use its equipment to trim back overgrown roadside vegetation. By trimming back this vegetation, the Town's residents have a safer, more aesthetically pleasing roadway. The beautiful

farmer's stone walls that we have been repairing can now be seen and enjoyed.

During the fall, the Department cleaned leaves and fixed damaged catch basins as well as tree clean up after storms. The Department also continued with its roadside program, trimming various roadsides and intersections as well as removing numerous dead trees throughout town.

At the transfer station, a new glass container was installed as well as a speed radar at the entrance shed. New stickers were issued and will expire in two years.

The Department continued with its DPW Newsletter which is mailed to all Lincoln households. The mission of the newsletter is to share with residents' accomplishments, highlights and updates from the department.

The Department continued with the maintenance and operation of the Town's cemeteries and performed many cemetery burials.

New equipment for the DPW included a John Deere Loader and a utility truck.

Ian Sears resigned, and Chris Bibbo retired after 19 years of service. The Department hired Cameron Arena as a temporary crew member and Dave Rollins as a crew member.

Looking ahead to 2025, the Department anticipates another busy year with the continuation of roadside improvements, improvements to the Transfer Station, and additional road paving.

CEMETERY COMMISSION

Manley Boyce
Douglas Harding
Conrad Todd, Chair
Valerie Fox, Cemetery Agent for the Cemetery Commission

The Cemetery Commission continued its role of overseeing the activity and the enhancement of our Town's four cemeteries, in particular the bucolic cemetery on Lexington Road. Throughout 2024, thirty-one interments took place; ten of which were full burials and twenty-one were cremations. Ten deeds were signed for lot sales.

On three consecutive weekends in September and October, monument conservation sessions took place for all four cemeteries, the Lincoln Cemetery, the Meeting House Cemetery (next to Bemis Hall), the Arborvitae Cemetery, and the Precinct Cemetery. Eighty plus volunteers participated under the leadership of TaMara Conde in this community effort to restore our monumental records.

A significant advancement is under way for the Commission with the engagement of the company PlotBox which uses cloud-based software that will streamline procedures for cemetery mapping, records management, administrative tasks, and customer service. When in place this will allow families to search for and locate the burial site of their loved ones. The DPW will be able to use the digital mapping to locate a cemetery lot and prepare for interment.

The Commission continues to see if natural burials can be made possible while dealing with environmental constraints. A search continues to locate land for needed cemetery expansion. A two-acre lot at the northern corner of the Lincoln Cemetery is a possibility subject to preliminary soil testing. Ten trees in various stages of rot were removed this past year to avoid creating nearby damage. Very generous donations for the cemeteries given by Wendy Scully over the past few years are much appreciated. Spring flower arrangements throughout the cemetery by Steve Defina were well received. A reminder is made for dog walkers in the cemetery of the regulation that dogs must be leashed at all times and any residue removed.

The Cemetery Commissioners continue to value our dedicated and hard-working agent Valerie Fox. She is aptly supported by Deputy Town Clerk, Cara Maroney, Cemetery Services Co-ordinator, Nadie Rice and Stacey Carroll, Assistant Town Clerk. Lori Foley is a committed and dedicated volunteer. The DPW continues to play a key role in the functions of the cemetery. Invaluable are Highway Foreman, Steve McDonald, Crew Chief, Jim Durkin and Office Manager, Susan Donaldson.

ROADWAY AND TRAFFIC COMMITTEE

Ken Bassett, Chair
Kim Bodnar
Margaret Olson
Jane Herlacher
Paula Cobb
Tim Higgins
Chris Bibbo
Chief Sean Kennedy

The Roadway and Traffic Committee (RTC) continues in its role as an advisory body to the Board of Selectmen. As stated in the 2010 charge to the Committee, “RTC is charged with the periodic review of the design and maintenance of roads and roadsides, including roadside paths and to make recommendations to the Selectmen regarding such”. The RTC's membership consisting of Town officials and citizen volunteers provides a forum for discussion of roadway related issues, including public safety, traffic management, and aesthetics.

During 2024 the RTC coordinated its activities with the ongoing initiatives of the Complete Streets program administered through the Planning Board as well as the initiatives of BPAC, the Bicycle and Pedestrian Advisory Committee. Common to all three entities is the pursuit of physical right-of-way improvements that will provide traffic calming, enhance safety for pedestrians and cyclists, and preserve the rural character of our roadways through thoughtful design. A significant initiative launched in 2024 was the preparation of plans for the installation of an improved crosswalk near the Old Town Hall that incorporates a raised pavement surface designed to slow vehicular traffic. This commonly used speed control device, referred to as a speed table, once constructed will be evaluated for its applicability to other locations within Lincoln.

An additional forum, the Transportation Coalition, was created in 2023 to assist in determining priorities related to which roadway and roadside improvements are advanced to the design, funding, and construction phases. Periodically residents seek Town action on roadway-related projects of particular relevance to their neighborhood.

The Transportation Coalition mechanism will on an annual basis provide a forum for evaluating resident requests and determining the appropriate response considering available funds and competing priorities.

BICYCLE & PEDESTRIAN ADVISORY COMMITTEE (BPAC)

Kim Bodnar (Select Board)
John Mendelson (At large)
Chris Murphy (At large)
Margaret Olson (Planning Board)
David Onigman (Parks & Recreation Commission)
Bob Wolf (At large)
Ginger Reiner, chair (At large)

Transportation Coalition - This multi-board coalition includes BPAC, Roadway & Traffic Committee, as well as representatives from Police, Department of Public Works, Planning Department and Town Administrator. In 2024, the Transportation Coalition met monthly and developed a 5-year plan, which can be found on the town website. The Transportation Coalition intends to revisit the 5-year plan annually beginning with a public forum for resident feedback in June.

Lincoln's Bicycle & Pedestrian Master Plan - The plan was formally endorsed by the Select Board in May 2024. BPAC continues to incorporate new concerns into the projects listed in the plan as well as work towards plan implementation.

Education and Encouragement - BPAC held successful Walk Bike Roll to School days in May 2024 and September 2024. Over a hundred students traveled to Lincoln School on foot or on bike at the height of the May week. Boston and Lincoln bus-riding students participate via a different bus dropoff and a walk of the last quarter mile.
An eBike Demo was held for adults in June 2024. In October 2024, BPAC collaborated with Lincoln250 to publish walking and biking routes to visit the Lincoln250 historically significant scavenger hunt sites within Lincoln, and hosted a guided bike ride to those sites in November 2024.

Evaluation - BPAC collaborated with MassDOT Safe Routes to School and Lincoln School administration to conduct a parent/guardian travel survey in April 2024. The survey received a 41% response rate and end products include student radius maps, a walkshed map, and a report comparing travel mode percentages for Lincoln School to expected rates. All are available for viewing on the BPAC website.

Infrastructure - The Transportation Coalition and BPAC developed plans for a raised crosswalk across Lincoln Road at Old Town Hall. The crosswalk installation was delayed due to utility concerns and is planned for construction after the Lincoln Road water main project.

The BPAC conceptual design work advanced a first project for further work: a crosswalk across South Great Road near Old Sudbury Road. The Transportation Coalition oversaw engineering design and grant application for that crosswalk project, and it is planned to be installed in 2025. The other 8 projects completed conceptual design, and most were promoted to a spot in the Transportation Coalition 5-year plan.

BPAC worked with the Community Center Building Committee around designing for pedestrian and cyclist access and safety. BPAC participated in early conversations with advocates for a Rail with Trail along the Fitchburg MBTA line that, in concept, would link Weston, Lincoln, Concord, and Acton, and continued to provide input on MassDOT projects in Lincoln including the Rt 126 railroad bridge rebuild.

Learn more at http://lincolntown.org/1083/Bicycle-Pedestrian-Advisory-Committee

WATER DEPARTMENT

Commissioners:

Steven Gladstone, Chair
Matthew Bio
Patrick Lawler

Established in 1874, the Lincoln Water Department (LWD) provides clean, safe drinking water and fire flow protection throughout the Town. The main components of the system are: two sources of supply, Flint's Pond and the Tower Road Well, the raw water pump station, the micro-filtration plant on Sandy Pond Road which treats the Flint's Pond water, the 1.2-million-gallon storage tank on Bedford Road, 63 miles of distribution piping, 63 miles of water main and 488 fire hydrants.

Governed by three elected Commissioners, the Department operates as an Enterprise Fund, as required by state law; being funded entirely by user fees. Revenues are managed to meet or exceed expenditures on a year-to-year basis, with the difference (retained earnings) held in reserve to fund emergency repairs, capital expenditures, and system improvements. At the end of FY24, the Cash Reserve was $1,715,933. Water Department operating budget and capital expenditures are approved by the voters at the Annual Town Meeting.

	Operating Budget	Revenue	Capital Budget
FY2024	$1,974,390	$1,846,231	$315,000
FY2025	$2,023,750		$2,405,000
FY2026 (Proposed)	$2,106,102		$6,788,000

* Does not include $1,450,000 of federal funding recommended by the ARPA Working Group

The proposed Operating Budget for FY2026 reflects the continuation of proactive repair and maintenance of the distribution system infrastructure and higher personnel costs.

The proposed Capital Budget for FY2026 reflects our commitment to addressing aging infrastructure in Lincoln. Of the 63 miles of water main in Lincoln, currently 8.7 miles are past their expected useful life. By 2035, 23.0 miles of water-main will be past their expected useful life. By 2045, this number will increase to 35.4 miles past their expected useful life. A water-main replacement program is being developed and initiated.

To protect the Charles River watershed, the MASS DEP issues a Water Management Act withdrawal permit to regulate water use. Our usage has historically exceeded the permitted Charles River Watershed annual

withdrawal limit, our RGPCD (residential gallons per capita per day) and the target of ≤10% unaccounted for water loss. In response, the LWD is sub-contracting leak detection surveys biannually (instead of once every three years) and working with residents to repair found leaks quickly. We are also upgrading to Smart Water Meters that allow real time water use reads and leak notification. We are confident these measures will help us achieve Water Permit efficiency goals.

There is currently a study under way to evaluate a regional approach to water supply for the Metro West area; evaluating the option of obtaining drinking water from the Massachusetts Water Resource Authority (MWRA) in the future. Joining the MWRA water supply would offer a number of benefits, including water quality and five times greater drought tolerance. Any MWRA connection would be a long-term option, requiring 10-20 years to implement. The LWD will continue to evaluate such options and continues to assess the best path forward for the future of the town's water supply.

Trace amounts of Per- and Polyfluoroalkyl Substances (PFAS) have been detected at the Tower Road Well. While these results range from 4ppt to 14ppt, they have remained under the current MA DEP MCL of 20ppt combined for 6 PFAS compounds. In Summer 2024, the EPA lowered their MCLs for PFOS and PFOA compounds to 4ppt. It is expected the MA DEP will lower MCLs to mirror the new EPA limits. Tower Road Well has exceeded these lower limits approximately 50% of the time over the past few years. We have investigated the cost of Iron, Manganese and PFAS treatment at the well and determined the financial challenge would be formidable. Alternative sources (interconnection with neighboring MWRA water systems) are being explored.

With the exception of losing weekend operator, Nick Iarussi, we are thankful that staffing for the Lincoln Water Department remained the same in 2024.

2024 Water Department Staff:

- Alison Boland (Administrative)
- Gary Tuck (Water Treatment Plant Manager),
- Rick Nolli (Distribution Foreman / Treatment)
- Will MacInnes (Distribution / Treatment)
- Dan Mattus (Distribution / Treatment)
- Davis Scribner (weekend / holiday operations)
- Darin LaFalam (Superintendent)

LAND USE BOARDS AND DEPARTMENTS

PLANNING BOARD

Margaret Olson, Chair
Lynn DeLisi, Vice Chair
Ephraim Flint
Gary Taylor
Craig Nicholson
Andy Bennett, Associate Member

Staff: Another busy year for the Planning staff! Paula Vaughn-MacKenzie, Director of Planning and Land Use, continues to advise the Planning Board on changes to State Law that impact zoning. The State passed the Affordable Homes Act which changed the Definition of an Accessory Dwelling Unit under Section 1A of Chapter 40A of the General Laws and amended Chapter 40A, section 3 to allow Accessory Dwelling Units by right. The Planning Board will sponsor an amendment to the Zoning Bylaw at the March 2025 Annual Town Meeting to bring the Town in compliance with these new changes which are effective as of February 2, 2025.

In response to the State updating the Flood Plain Maps and requirements for local ordinances and bylaws, the Director also drafted an update to the Town's Flood Plain Bylaw which will keep residents whose property is located in a Flood Plain, qualified for flood insurance. The new bylaw will be sponsored by the Planning Board at the March 2025 Town Meeting.

The Director serves as the Town's representative in regional organizations, such as MAGIC (Minuteman Advisory Group on Interlocal Coordination), and MAPC (Metropolitan Area Planning Council). She also represents the Town on regional transportation projects.

Jennifer Curtin, the Assistant Director of Planning and Land Use, focused on supporting the Planning Board in project permitting and project monitoring. She also supported the completion of the Town's Climate Action Plan. She continued her work with sustainability projects by leading a year's long process of updating the Town's Municipal Vulnerability Preparedness Plan. In 2025, she will work with a group of residents to identify and implement a town sustainability project funded by an MVP grant. She will continue to advise and implement a townwide coaching program to help residents convert their homes to green energy.

The Housing Choice Act: The Planning Board worked tirelessly in 2024 to develop zoning and design guidelines that implemented the Town's plan that was approved by a Special Town Meeting in December of 2023. The

Planning Board conducted a robust public engagement process and revised the zoning to address concerns raised by residents while maintaining the regulatory requirements dictated by the State.

The Planning Director worked in conjunction with the Housing Choice Act Working Group and the Planning Board to create an extensive public process to explain the legislation, interpret the associated regulations, and create a draft of the zoning bylaw including Design Guidelines that complement the bylaw.

To keep the public updated, a comprehensive webpage was created that contained all relevant documents and information. The webpage was continually updated as the bylaw process progressed with new drafts and scheduled meetings.

The Zoning passed at the March 2024 Annual Town Meeting and was then approved by both the Attorney General and the Executive Office of Housing and Livable Communities. The Town is in full compliance with the State law.

Permitting Activities: The Planning Board, with support from Jennifer Curtin continued to permit projects large and small. In addition to the residential permitting activities, there were two notable large projects:

The Commons received Town Approval at a Special Town Meeting in December 2023 to expand the number of units and associated parking. The Commons brought their plan to the Planning Board for a special permit and site plan review which was granted in November 2024, and they are slated to begin work this spring.

The Town successfully completed permitting on a large solar project at the Transfer Station landfill in July 2024. Construction has begun and is slated to be completed in 2025.

Initiatives and Grants: This past year, the Town continued with many initiatives, some funded by grant opportunities. For more information, please visit the town's website at www.lincolntown.org.

Rural and Small Town Grant: The Town's **$400,000.00** grant from the State's Rural and Small-Town program funded the design, engineering and DEP approval of an upgraded wastewater treatment plant at Lincoln Woods. The upgraded wastewater treatment plant can support the aging infrastructure of Lincoln Woods and a mixed-use redevelopment of the Lincoln Station Mall including housing units and new commercial space.

Complete Streets: The Town successfully finished its new Complete Streets Prioritization Plan which was accepted by MassDOT in 2023. The new plan qualified the Town for a new list of projects and round of funding of up to $400,000.00 over four years on a rolling basis.

The Director of Planning applied for funding for a crosswalk at the Sudbury Road/Route 117 intersection which was a high priority of the Complete Streets Plan, the BPAC Master Plan as well as the Transportation Coalition's five-year plan. $232,424.00 was available due to the rolling basis and **$232,424.00** was awarded to the Town to cover the cost of the project.

MVP Grants: With the successful MVP grant award of **$100,000.00**, Jennnifer Curtin worked with the Climate Action Committee to finalize the Town's Climate Action Plan which was approved by the Select Board in February 2024. Jennifer also tackled setting up the Coaches Program, a priority of the Climate Action Plan, to help residents navigate green energy solutions and incentives for their homes. In addition, Jennifer oversaw year 1 of the Planning staff's successful MVP grant award of **$95,000.00**. The Town received $45,000.00 to develop an updated plan which is almost complete and $50,000.00 to fund a sustainability project, which will be the focus of year 2 of this grant.

EV Chargers Grant: The Director of Planning has been working with Eversource beginning in November 2023 to bring Level 3 EV Chargers to Municipal parking lots. The first two chargers have been installed at Town Offices and will be online soon. Two more chargers are slated to be installed at the municipal gravel lot at Lincoln Station. Stay tuned. Through this program, Eversource covers the EV Equipment, Installation and Activation. The Town Hall's two Level 3 chargers had a project cost of **$343,960.70.** The Town's cost was $3,000.00. Eversource has closed this program as of October 2024 to any new applications.

Stormwater/MS4 Compliance: Lincoln is one of many Massachusetts communities regulated under the Environmental Protection Agency's (EPA) National Pollutant Discharge Elimination System (NPDES) and the 2016 Massachusetts Small MS4 General Permit. This permit program was created with the intention of improving the quality of the nation's waterways by reducing pollutant loads associated with stormwater runoff. Under the MS4 permit, Lincoln is required to work on a range of measures to address regulation requirements. The Town has successfully completed year six of this multi-year program with a joint effort of Planning, Conservation, and DPW staff.

Route 2A Resurfacing Project: The Route 2A resurfacing project has been put on hold until after the 250th Celebration. According to MassDOT's 100% plans, travel lanes will be reduced, shoulders painted, and pedestrian

crosswalks added along with splitter islands to help reduce speeds and improve safety for all users. Information including the current plans can be found on the town website.

Route 126 Bridge Replacement Project: A working group was formed to oversee the design and implementation of MassDOT's project to replace the bridge that spans the MBTA tracks on Route 126. The town successfully advocated for a pedestrian bridge throughout construction and accommodation for pedestrians and bicyclists as well as design elements of railings and guardrails. The work will begin in 2025.

Transportation Coalition: The Transportation Coalition had a successful year getting up and running. The Coalition is made up of representatives from the Roadway & Traffic Committee, BPAC, DPW, Public Safety, the Town Administrator, the Director of Planning, and the Town's Engineering Consultant. The Coalition developed a five-year plan which has been approved by the Select Board and submitted to the Capital Planning Committee. The first year's project is a raised crosswalk at the Old Town Hall and Lincoln Road to make crossing safer for school children. Construction will occur after the new water line is constructed on Lincoln Road. The second project is the Complete Streets funded crosswalk at Sudbury Road and Route 117 to be completed by December 31, 2025.

ZONING BOARD OF APPEALS

Tobias Brambrink, Member
William Churchill, Member
David Elmes, Associate Member
Eric Snyder, Member
David Stifter, Member
Reanna Wu, Associate Member
David Summer, Chair
Peggy Valenzano, Administrative Assistant

The Zoning Board of Appeals (ZBA) is a land use Board that interprets and applies the Town's zoning bylaw. It decides on a case-by-case basis requests for variances, special permits and appeals of decisions of the Building Commissioner, considering the impact on the town and neighborhoods and the requirements of the bylaw and State law.

2024 the board continued to have a full year of applications and decision making. The board is currently seeking one additional volunteer to bring it to a full complement of eight members.

The Zoning Board of Appeals held a year of all virtual hearings by holding 11 meetings and heard 27 applications for special permits, variances, and appeals. The list below represents applications that were considered by the Board in 2024.

January 4, 2024

Hicks Family 2013 Revocable Trust, 129 Tower Rd., M/P 180-25-0 for modification of a special permit for the construction of a one car garage and attic addition. GRANTED

February 1, 2024

Jonathan Dwyer, 14 Beaver Pond Rd., M/P 152-9-0 for a special permit to install a hot tub and patio. GRANTED

Eric and Barbara Snyder, 11 Laurel Drive, M/P 181-41-0 for a special permit to construct a screened in porch and replace the deck. GRANTED

Michael Leip, 34 Farrar Rd., M/P 176-5-0 for a special permit to build a new energy efficient home. GRANTED

Sivaram Balakrishnan and Vaneeta Singh, 5 Laurel Drive, M/P 169-22-0 for a special permit to construct an addition and 2-bay garage. GRANTED

March 7, 2024

April 4, 2025

Michael Larivee, 14 Baker Bridge Rd., M/P 142-2-0 for transfer of a special permit for an accessory apartment. GRANTED

Nick Whitman, 12 Granville Rd., M/P 137-17-0 for a special permit to demolish the existing porch and add a new wooden deck. GRANTED

May 2, 2024

Michael Cameron, 252 Lincoln Rd., M/P 177-14-0 for a special permit to build a small entry platform in front and a deck in the back of the house. GRANTED

Jeffrey Odell, 46 Round Hill Rd., M/P 180-28-0 for a special permit to allow unpermitted use in an R1 district and to appeal the building commissioner's decision. WITHDRAWN

Jonathan and Alice Flint, 22 Mackintosh Lane, M/P 153-7-0 for a variance to construct a new accessory structure containing a pool. WITHDRAWN

David Knoerr, 5 Hawk Hill Rd., M/P 182-19-0 for a variance to add additional space to the main structure. WITHDRAWN

June 6, 2024

Heather and Denis Malkov, 59 Oxbow Rd., M/P 174-12-0 for a special permit to construct a new accessory building comprised of a garage, utility space, and accessory apartment. GRANTED

Food Project, 10 Lewis St. M/P 161-2-0 for an extension renewal of the original special permit for lease and use of the property. GRANTED

Benjamin Ivanchenko, 184 Bedford Rd., M/P 114-2-0 for a special permit to add a covered deck. GRANTED

July 11, 2024

Phillip Purvis, 2 Juniper Ridge Rd., M/P 119-49-0 for a special permit for the existing use of an office. WITHDRAWN

Martha Davis, 47 Conant Rd., M/P 169-19-0 for a special permit to add a detached portico to the front of the house and replace two decks on the back of the house. GRANTED

Timothy Moynihan, 2 Sandy Pond Rd., M/P 143-9-0 for a special permit to rebuild the barn. GRANTED

August 1, 2024 – No hearing

September 5, 2024

Sousa Properties, 101 Tower Rd., M/P 170-26-0 for a special permit to construct a new residence. CONTINUED

October 3, 2024

November 2, 2023

Eric and Joseph Webster, 19 Bedford Rd., M/P 144-3-0 for renewal of a special permit for an accessory apartment GRANTED.

Gabrielle Emanuel, 23 Conant Rd. M/P 169-27-0 for renewal of a special permit for an accessory apartment. GRANTED

Tartaglia Family Trust, Marisa Tartaglia, 162 South Great Rd., M/P 173-1-0 for a special permit to install a shed. GRANTED.

December 5, 2024

Sarah Cannon Holden, 60 Weston Rd., M/P 151-31-0 for renewal of a special permit for an accessory apartment. GRANTED

Lauren Briere, 165 Bedford Rd., M/P 113-70-0 for a special permit to install a shed. GRANTED

William Churchill, 6 Horses Crossing, M/P 120-35-0 for renewal of a special permit for an accessory apartment. GRANTED

Builder's Club of Lincoln, 181 Lincoln Rd., M/P 172-33-0 for renewal of a special permit for continued use of the property. GRANTED

Michael DeLeon, 16 Old Cambridge Turnpike, for a special permit to demolish the existing half story floor and reconstruct the second floor. GRANTED

Steven Oliveira, 138 Lexington Rd., M/P 129-2-0 for a special permit to renovate the home and raise the roof. GRANTED

LINCOLN HISTORICAL COMMISSION
HISTORIC DISTRICT COMMISSION
BROWN'S WOOD HISTORIC DISTRICT COMMISSION
TWIN POND HISTORIC DISTRICT COMMISSION

Commission Members, as of 12/31/2024

Douglas Adams
Gary Anderson
Christopher Boit
Frank Clark (Alternate)
Lynn DeLisi (Planning Board representative to HDC)
Ephraim Flint (Planning Board representative to HDC)
Judith Lawler (Alternate)
Andrew Ory
Andrew Glass (Chair)

Commission Missions

The Lincoln Historical Commission (LHC) is responsible for reviewing requests, under the Demolition Delay Bylaw, for demolitions and major exterior alterations to buildings and structures outside of the Town's historic districts. The LHC is also responsible for administering the town-held Preservation Restriction Agreements with respect to two properties. The Town's Historic District Commissions review applications for exterior above-grade changes visible from a public way to buildings and structures within the Town's historic districts.

Appreciation

The LHC and the Historic District Commission (HDC) wish to extend their great appreciation to Allen Vander Meulen, who stepped down from the Commissions in June 2024, for his many years of dedication and wise counsel.

Commission Initiatives

The LHC appointed Frank Clark to serve as its representative to the Dark Skies Subcommittee of the Planning Board. The LHC appointed Andrew Glass to serve as its representative to the Community Preservation Committee (CPC).

The LHC applied to the CPC for approval at the 2025 Town Meeting of Community Preservation Act (CPA) funds to allow the LHC to continue to survey significant buildings in Lincoln. The LHC agreed to act as the Town sponsor for applications to the CPC by the Old Town Hall Corp. and the Lincoln Masonic Hall for approval at the 2025 Town Meeting of CPA funds for

the installation of sprinkler systems in those buildings.

The LHC is working with the Community Center Building Committee on the planning and design of the Community Center. The LHC and HDC met with various Town groups and local institutions, including CFREE, IDEA, the Friends of Modern Architecture, Historic New England, the Pierce House Committee, the Lincoln 250 Committee, and the Lincoln Historical Society, to review how to collaborate on various initiatives.

The LHC met with representatives of Hanscom Air Force Base and the Massachusetts Department of Transportation for preservation updates.
The HDC is continuing its outreach to owners of significant buildings to join the Town's historic districts. There are currently a total of 110 properties, including 42 Modern houses, in the Town's historic districts.

LHC Decisions

Demolition Delay Bylaw

- 208 South Great Rd. – demolition of building
- 138 Lexington Rd. – demolition of roof
- 73 Old County Rd. – demolition of roof
- 47 Conant Rd. – demolition of shed
- Ballfield Rd. – demolition of significant building after design review
- 12 Browning Ln. – demolition of significant building after design review
- 127 Bedford Rd. – demolition of building
- 117 Lexington Rd. – demolition of roof
- 34 Farrar Rd. – demolition of building

Preservation Restriction Agreements

- Flint Homestead, 28 Lexington Rd. – continued restoration work

HDC Decisions

Certificate of Appropriateness

- 36 Lincoln Rd. – install gutters
- 11 Moccasin Hill – shed and hot tub construction
- 38 Codman Rd. – replace windows
- 25 Lincoln Rd. – bike rack installation
- 53 Bedford Rd. – shed replacement
- 20 Trapelo Rd. – single-story addition to house and porch
- 5 Laurel Drive – construct addition and garage

- 24 Sandy Pond Rd. – garage addition and front porch reconstruction
- 16 Lincoln Rd. – install EV charging stations

Certificate of Hardships
- 27 Laurel Drive – replace leaking roof
- 11 Trapelo Rd. – replace leaking roof

Certificate of Non-Applicability
- 11 Stonehedge Rd. – install new roof shingles

* * *

HOUSING COMMISSION

Julie Brogan
Donald Fonseca
Terri Perlmutter
Jena Salon
Rachel Drew, Co-Chair
Neil Feinberg, Co-Chair

The Lincoln Housing Commission (HC) works to monitor and preserve existing affordable housing units and facilitate Lincoln's affordable housing expansion, consistent with the town's mission and commitment to housing affordability and housing diversity. The HC also manages the seven town-owned affordable rental housing units.

Housing Commission Membership and Structure Changes: In early 2024, the HC said goodbye and thank you to two long-serving members of the Commission: Allen Vander Meulen and Evan Gorman. With these vacancies we were able to realize our long-standing goal of elevating our two liaisons, Terry Perlmutter (representing Committee on Aging and Human Services) and Donald Fonseca (representing residents in affordable housing) to full members of the Commission. At its February 2024 meeting, the Commission also elected Rachel Drew and Neil Feinberg to serve as its co-chairs, effective April 1, 2024.

In April, the Governor signed the town's Home Rule petition to reorganize and expand the HC, as approved at the 2023 Annual Town Meeting (ATM). With this change, all positions on the HC became appointed and two new seats were authorized. In September 2024, the Select Board appointed Jena Salon and David Stroh to those seats. In January 2025, David announced his resignation from the HC due to health reasons. The HC expects to fill this vacancy by appointment of a new member by the Select Board in February 2025.

Town Affordable Housing Inventory: The HC is responsible for monitoring the town's subsidized housing inventory (SHI) and the town's compliance under the Commonwealth's Chapter 40B affordable housing regulation. Currently, the town's SHI is 281 units, which is 12.8% of the 2,322 housing units enumerated in Lincoln as of the 2020 Census -- above the 10% requirement under 40B.

Following the implementation of zoning changes approved at the March 2024 ATM to meet the town's obligations under the state Housing Choice Act (HCA), the HC anticipates an increase in the rate of new housing development in town in the coming years, which may impact our SHI percentage. Importantly, even if all possible net new housing units allowed

under these zoning changes were built, with no new units added to the SHI, the town would remain compliant with 40B. Nonetheless, the HC will carefully assess any new multifamily housing proposed under this zoning to ensure affordable units are included at least up to the town's 15% inclusionary zoning requirement, and work with the Affordable Housing Coalition, town administrators and housing developers to encourage as many additional affordable housing units as possible.

The HC will also continue to monitor other state and/or federal actions to encourage the development of new housing, including provisions included in the Affordable Homes Act passed by the Commonwealth in August 2024, and evaluate what impacts they may have on affordable housing in town. Given the time required to bring new housing units online, the HC encourages the town to follow a proactive strategy of pursuing affordable housing opportunities, both to preserve the town's 40B status in advance of the enumeration at the 2030 Census and to ensure a diverse range of housing options remains available to residents.

Maintenance and Preservation of Town-Owned Rental Units
In 2024, the HC oversaw multiple repair and capital improvement projects at the seven town-owned rental units, which are rented to eligible low-income residents at below-market rents. These included the installation of energy-efficient electric heat pumps to replace fossil-fuel energy systems, as well as repairs to the exterior and grounds at 75 Tower Rd. This work, which was paid for with Community Preservation Act (CPA) funds approved at the 2023 ATM, will help reduce harmful environmental impacts from these units, reduce utility costs for residents, and preserve the quality of the units so they can continue to provide affordable housing in town. The HC is requesting further CPA funds at the 2025 ATM to complete the repair work at 75 Tower Rd and to replace gas-powered appliances with more energy-efficient electric appliances in two of the units.

New and On-Going Activities
The HC began work on two new activities in 2024 that are expected to continue into 2025 and beyond. The first is a re-examination of our responsibilities as managers of the seven town-owned affordable rental units and consideration of whether and which of these might better serve the town, the Commission, and the residents of these units if delegated to another entity. Through conversations with town staff and external experts, we have begun discussions about having the Regional Housing Services Organization (RHSO), which the HC already uses to conduct annual recertification for residents of the town-owned units, assume some of these responsibilities, as well as developing a set of guidelines and procedures to ensure the units are managed according to the HC's standards and the HC remains involved in the status of the town-owned units, as appropriate.

The second activity is an update to the town's 2014 housing production plan (HPP), in accordance with state guidelines and in acknowledgement of recent housing market conditions and regulatory changes that have impacted and will continue to impact housing affordability and availability in town. The HC is requesting additional CPA funds at the 2025 ATM to hire a consultant to support the development of the updated HPP, which we expect will help identify needs and opportunities for future affordable housing development in town.

CONSERVATION COMMISSION

Becca Fasciano
Ari Kurtz, Co-Chair
Mark Masterson
Joseph Miller
Susan Hall Mygatt, Co-Chair
Laura Regrut
Kathleen Shepard

Commission Members and Staff - The Lincoln Conservation Commission (LCC) is comprised of 7 residents appointed by the Select Board and four staff who are responsible for the protection & management of Lincoln's conservation land and the administration of the MA Wetlands Protection Act & Lincoln's Wetlands Protection Bylaw. Ryan Brown and Will Leona continue to serve as Land Manager and Conservation Ranger, respectively. Conservation Director Michele Grzenda and Conservation Planner Stacy Carter continue to provide a wide range of services and environmental resources to residents. The LCC collaborates with the Lincoln Land Conservation Trust (LLCT) on stewardship & land monitoring efforts.

Land Management and Stewardship – The LCC manages 1,527 acres of conservation land and 62 Conservation Restrictions (totaling 533 acres). In 2024, Conservation Department staff continued to educate trail users on Lincoln's trail use rules which were updated in 2022. These revised Trail Use Regulations strengthened dog walking rules, increased the number of trails open to biking, formalized what kinds of organized activities need group use permits, and codified expectations around trail use etiquette. Scan the QR Code for a complete list of the Trail Rules. Conservation Department staff issued 47 Group Use permits in 2024.

Lincoln continues to invest in ranger presence along the trails. The ranger helps to ensure that visitors to our trail system have a safe, enjoyable, and comfortable experience. The ranger encourages good behavior by greeting trail visitors, taking time to educate them on natural history and the reasoning for certain rules, as well as providing educational materials. The ranger also coordinates with other departments such as police and fire when necessary. The ranger program includes both a full-time staff member and trained volunteers who welcome the public and educate them about Lincoln's trail rules.

The top 10 stewardship projects completed in 2024: (1) cleared 210 fallen trees from conservation trails; (2) spent 166 hours managing invasive vegetation; (3) collected 629 bags of garlic mustard; (4) created a new trail connecting Tower Road to the trails near the Tower Road well; (5) created a

new trail from Deerhaven Road to Cider Lane connecting The Commons and Oriole Landing to Flint's Pond; (6) installed a memorial bench on the shores of Farrar Pond; (7) received a new 2024 Toyota Tacoma to replace the 2012 Chevy Colorado; (8) installed a new kiosk at the entrance to Lindentree Farm; (9) resurfaced the main parking lot at Mount Misery; and (10) replaced old bog bridges at the Tower Road conservation areas, Beaver Pond, and along The Commons trail.

Agriculture - Lincoln is a community that values farming and the farmers who work hard to keep Lincoln's agricultural land healthy and productive. The Conservation Commission currently oversees five-year license agreements for 13 farmers who care for 195 acres of Conservation Land in agriculture.

Wetland Protection Administration – Anyone proposing to conduct work in or within 100 feet of a wetland or within 200 feet of a stream that flows continuously throughout the year must comply with the MA Wetlands Protection Act and Lincoln's Wetland Protection Bylaw. Wetland Resource Areas and Riverfront Areas may sometimes appear to be dry and can be difficult to identify; please contact the Conservation Office (781-259-2612) to discuss any proposed work. During 2024, the LCC held 17 public meetings and issued the following: 20 Orders of Conditions; 11 Determinations of Applicability; 5 Certificates of Compliance, and 8 Wetland Violation Notices. In addition, the Conservation Staff administratively approved the removal of hazard trees for 13 properties and issued 6 invasive species removal permits. The LCC also approved an Eversource request to remove numerous hazard trees in buffer zones which interfered with electrical utilities.

Education and Outreach – LCC staff organized numerous education/outreach events in 2024. These included bimonthly virtual and in-person conservation coffees with guest speakers. Topics covered included Vernal Pools, Henry David Thoreau, and Farm Tours. The Conservation Department also hosted 29 trail walks and RiverFest events. Other outreach endeavors included: alerting residents about salamander migration by publishing a press release and installing warning signs along three major road crossings; teaching residents about pollution using our tabletop Enviroscape Model; encouraging residents to remove invasive garlic mustard; sending a letter about environmentally friendly snow management practices to Lincoln businesses; and distributing proper pet waste disposal tips to dog owners. If you want to receive notifications for these events and more, please email conservation@lincolntown.org. Additional information can be found at www.lincolntown.org/1385/Education-Outreach

Volunteers - Staff continued recruiting new volunteers this year to help with trail upkeep, educating trail visitors, helping with salamander migration, and removing invasive species. Volunteers worked over 410 hours combined – staff cannot thank them enough for their dedication to our trails and

conservation areas. Residents and trail users who are interested in volunteering should contact the Conservation Department.

AGRICULTURAL COMMISSION

Louise Bergeron, Chair
Nancy Bergen
Ellen Raja
Karen Seo
Sherry Haydock
Linda Emanuel
Kathleen Lomatoski

The purpose of the Agricultural Commission is to preserve and promote agriculture in Lincoln. We provide leadership, technical guidance, and coordination to encourage new agricultural opportunities, enhance ongoing operations, and foster community and regional support to create a sustainable agricultural community in Lincoln.

Community outreach
This year, the Agricultural Commission published two newsletters to inform residents about farming activities in Lincoln. These newsletters focused on the farm animals that live in Lincoln. One reported on large livestock and those who care for them. The second described smaller livestock and the working dogs that herd and guard livestock.

The Agricultural Commission maintains a website that contains information on Lincoln Farms and agricultural activities. It also has articles about best farming and environmental practices with the goal of increasing production, helping mitigate the effects of climate change, improving soil health, conserving water resources, and ensuring livestock well-being. We also respond to inquiries by email.

The Agricultural Commission hosted information tables at the State of the Town in December 2024. We provided information to residents about farming and buying produce from our farmers and solicited input from the community about farming in Lincoln, including impact, questions, and concerns. The Commission presented a map of farming in 1775 and highlighted the farms that continue to operate today.

Funding Lincoln farms to provide produce for the food insecure
We continued our popular Farm to Food Pantry program. The program has achieved three significant goals: helping support Lincoln's farms, linking farmers to the community, and providing diverse, fresh, high-quality food to those in need. To do this, the Agricultural Commission purchased food from local farmers to supply food to the St. Vincent De Paul Lincoln/Weston food pantry at St. Joseph's Church. The following six farms -- Drumlin Farm,

Hannan Healthy Foods (aka Hannan Agro), Kanner Family Orchards, Matlock Farm, Codman Community Farms, and Waltzing Mathilda's Farm – received funding to deliver locally produced eggs, fruit, greens, and other produce to the food pantry.

The Agricultural Commission worked with farmers and Abigail Butt (Council on Aging and Human Services) to facilitate access to state programs for funding that enables qualified individuals/families to obtain vegetable/fruit produce from local farms and farmers markets. We worked to create a process that was minimally burdensome for the clients and farmers, and we orchestrated activities. Sample programs included funding from the Massachusetts Department of Agriculture (MDAR) that provided $35,000 to the Lincoln Emergency Assistance Fund (EAF) to enable farms to provide food to qualifying individuals.

Protecting our natural resources by founding the Dark Skies Committee
Pollinators are severely threatened by artificial light, which endangers our food production. Nocturnal pollinators play a critical role in plant pollination. Their populations are dwindling close to extinction. Day pollinators are also affected. Research shows that nocturnal and daytime pollinators visit fields significantly less frequently when lit at night. The Dark Skies Committee has become a subcommittee of the Lincoln Planning Board. The committee's goals are to protect the rural character of Lincoln and the natural environment, e.g., by updating current lighting bylaws and guidance based on new research and technology and engaging in outreach and education concerning indoor and outdoor lighting.

Representing agricultural issues to other Lincoln government groups
The Agricultural Commission's responsibilities include ensuring agricultural interests are considered in all town projects. The Agricultural Commission provided input to the Planning Board regarding the rezoning plans being discussed in response to the HCA. We brought up issues that affect agriculture -- light, noise, pavement and heat retention, and water management.

250th anniversary of the start of the American revolution (4/19/1775)
The Agricultural Commission worked with the town and the Lincoln Historical Society to organize activities to celebrate the 250th anniversary of the historic battles in April 1775 of Lexington, Concord, and Lincoln at the start of the American Revolution (4/19/1775). There will be learning sessions on farming at historic Codman Community Farms and Flint Farm. These will include a presentation of the history of farming 250 years ago and tours of both farms. There will also be hay rides.

Lincoln's Right to Farm Bylaw
The Town of Lincoln passed a Right to Farm Bylaw at Town Meeting on March 26, 2011. The public notice for the Right to Farm Bylaw is published below for new residents.

> "It is the policy of the Town of Lincoln to conserve, protect and encourage the maintenance and improvement of agricultural land for the production of food and agricultural products, and also for its natural and ecological value. This disclosure notification is to inform buyers and occupants that the property they are about to acquire or occupy lies within a town where farming activities occur. Such farming activities may include, but are not limited to, activities that cause noise, dust, and odors. Buyers or occupants are also informed that the location of property within the Town may be impacted by commercial agricultural operations including the ability to access water services for agricultural use under certain circumstances."

Lincoln Agricultural Website:
https://www.lincolntown.org/113/Agricultural-Commission

Lincoln Agricultural Commission Email: agcom@lincolntown.org

GREEN ENERGY COMMITTEE

Roy Harvey
Sue Klem
Ed Kern
Edmund Lang
Paul Shorb, Chair

Purpose: Established in 2007, the Green Energy Committee (GEC) serves as the Town's primary resource to identify and promote ways to reduce Lincoln's emissions of so-called greenhouse gases (the gases that are driving dangerous climate change).

Climate action plan: The final version of Lincoln's Comprehensive Climate Action Plan was published in February 2024. The GEC has discussed and identified which elements it can best help advance. The GEC has also recommended to the Select Board that the Town hire additional staff or consultant support for related efforts.

Electricity supply: The GEC continued to support implementation of the Lincoln Green Energy Choice Program, in effect since 2021. The program enables Lincoln residents to use more clean renewable energy at reasonable cost, in a way that drives the construction of additional wind and solar electricity production facilities. (That shift is necessary to eventually make homes and electric vehicles carbon-neutral, as they become all-electric.) To opt up to the "100% Green" option in the program, just find your electricity bill and go to LincolnGreenEnergyChoice.com or call customer support at 1-844-651-8919.

Community Center: The GEC provided recommendations regarding building specifications to the Community Center Building Committee.

CFREE: In late 2024, Carbon Free Residential - Everything Electric ("CFREE") was formally established as a subcommittee of the GEC, with 13 members appointed. CFREE continues and expands upon the work that GEC has long done to provide information to Lincoln residents about how they can reduce their climate impacts. They share this information through Lincoln Talk, webinars, tabling events, and the website www.lincolngreenenergy.org Topics include switching to electric vehicles (EVs); getting free home energy assessments; improving home insulation; switching to heat pumps; adding solar panels; and opting up to "Lincoln 100% Green". They are also tackling new challenges such as how to make Deck houses more energy efficient and what residents in multifamily buildings can do.

Climate Leader Program: The GEC recommended to the Select Board that the Town apply to join the state-sponsored “Climate Leader Community” program, which would (1) help us plot a course for our municipal facilities and vehicle fleet to become net-zero by 2050 and (2) make more state grant money available for our transition efforts. As a first step, the GEC helped prepare an application for technical assistance, which was approved in December; the next step will be to prepare a “Municipal Decarbonization Roadmap” this spring.

EV school buses: The GEC helped the Lincoln Public Schools (also the Sudbury Public Schools and Lincoln-Sudbury Regional High School) make applications in time for federal funding to help purchase battery-electric school buses (four buses requested for each school district).

LIBRARY, RECREATION AND SCHOOLS

LIBRARY

In 2024, the Lincoln Public Library achieved several significant milestones. We completed our 2025-2030 Strategic Plan, enhanced our facilities with a new study room and entry terrace, and expanded our programming by 28%. Total circulation increased by 3% and digital usage showed growth of 33%. The library continues to strengthen its role as a vital community resource through state-of-the-art services and strong educational partnerships.

Melissa Roderick, Library Director

LIBRARY TRUSTEES

	Term Expires
Ron Chester	Self-Perpetuating
Indrani Kharbanda	Self-Perpetuating
Lucy Maulsby, School Committee's Appointee	2025
Ray Shepard, Elected	2025
Peter Sugar	Self-Perpetuating
Jacquelin Apsler, Chair Select Board's Appointee	2026

Selected Achievements

- Developed our 2025-2030 Strategic Plan in partnership with a consultant, Kelly Linehan, incorporating feedback from over 325 community members through surveys and focus groups. The plan was completed in October 2024 and establishes clear objectives for service enhancement and community engagement.
- Implemented a new public catalog interface that allows us to highlight our collections and services in new and innovative ways.
- Created a new quiet study room through Friends of the Lincoln Library funding, which saw exceptional utilization with 615 bookings in its first full year of operation.

Collections and Resources

Our diverse collection includes 230,90 items comprised of books, periodicals, music, films, digital content, and specialty items including technology tools, kitchen appliances and board games.

New in 2024: Partnership with Ompractice for online fitness and mindfulness classes.

Community Engagement

The library offered a mix of in-person, hybrid, and virtual programs throughout the year for all ages. Our monthly ongoing events included three book groups for adults and four book groups for kids & teens. We also host a monthly film

screening, knitting group, photo sharing club and a writing group. Our Summer Reading Program had 240 participants.

Educational Partnerships
The library strengthened its educational impact through:

- Monthly Story Times at Lincoln and Hanscom Preschools
- Weekly Story Times at LEAP
- Monthly Book Talks for 6th and 7th grades at both Hanscom and Lincoln
- Classroom library card registration program
- Curriculum support for teachers and school librarians

Facility Improvements
We completed an entry terrace replacement project in March, including removal of previous bluestone patio, installation of new granite pavers, and repair of asphalt bordering the stone wall.

A comprehensive HVAC assessment was conducted to evaluate replacement options for an aging boiler and two AC units.

Staffing Updates - New Appointments

- Leslie Donovan, Head of Technical Services (August 2024)
    - Position expanded to 37.5 hours weekly.
- Casey Chwiecko, Children's/Teen Librarian (September 2024)
- Alison Armstrong, Assistant Library Director (December 2024)

Statistics

Service Metric	2023	2024	% Change
Physical Circulation	130,218	124,403	-4%
Digital Circulation	31,150	41,472	+33%
Total Circulation	161,368	165,875	+3%
Reference Questions	6,802	8,160	+20%
Programs	482	621	+28%
Program Attendance	9,921	9,980	+.60%
Patron Visits	60,638	56,807	-7.5%
Study Room Usage	130	615	+373%

Acknowledgments
Special thanks to the Friends of the Lincoln Library for their continued support and to our dedicated volunteers who contributed over one thousand hours of service in 2024.

LINCOLN TOWN ARCHIVES

Valerie Fox, Town Clerk, Co-Director
Melissa Roderick, Library Director, Co-Director
Matthew Lincoln, Archivist

Reference and Research
Among the materials consulted and research conducted in the Archives in 2024 was: genealogical documents related to the Adams, Woodbridge, Chapin, Parks, and Davis families; the Adams and other early maps of Lincoln, Vital Records, buildings, houses, and roadways including documents, and photographs, Cambridge Reservoir materials, reel to reel film, L-H Club materials, blueprints, First Parish Church, the Flint collection, birth certificates, gravestone photography, Garden Club materials, and the Abraham Lincoln letter.

Outreach
- Assembled maps and other materials for the Department of Transportation.
- Used archive materials for the “Come to America” exhibit.
- Met with patrons at Bemis Hall.
- Met patrons at the “Meet the Archivist” event.
- Answered 38 patron questions.
- Had 34 visitors to the archive.
- Set up a Lincoln Town Archive account on the Internet Archive.

Preservation
Town Meeting approved the funding recommendations of the Community Preservation Committee for five Archives projects:
- The Flint Family historical documents.

Ongoing Projects/Activities
- The archive has an extensive back catalog that needs to be properly housed, processed, and cataloged. This will be a point of focus for the archive.
- The archive will be aiding the Lincoln Public Library with their Lincoln 250 displays.
- The archive will also make digitized documents available to the public.

Donations
- Louisa Popkia gave 27 bundles of archival book covers.
- Margaret P. Flint gave a print of the First Parish Meeting House.
- Mary Crowe gave three boxes of miscellaneous historical documents and books.

PARKS AND RECREATION COMMITTEE

Brianna Doo
Sarah Chester
David Onigman
Thornton Ring
Anita Spieth, Chair
Robert Stringer

OUR MISSION - The Lincoln Parks and Recreation Committee supports the Parks and Recreation Department (PRD) in providing affordable and diverse wellness and enrichment opportunities, community-based special events, and safe recreational facilities to residents of all ages. The Committee sets policy and oversees all facets of the department as well as strategic planning and development.

PROGRAMMING INFORMATION - We offer a year-round variety of preschool, school age and adult programs, trips, and community-wide special events. Lincoln residents of all ages are encouraged to participate. Program and registration information can be found online at *LincolnRec.com.*

In 2024 PRD offered 258 programs, to 1,009 different individuals ranging in age from 10 months to 91 years. PRD's overall registration increased by 7% with School age programming making up 62% of our total enrollment. Preschool programming accounted for 10% of enrollment, and adult programming accounted for 28%. PRD had 2,870 registrations in our activities with many additional residents being served through our open public events.

The Lincoln Summer Camp program ran for three two-week sessions. The program had 1,034 total registrations comprised of 216 unique campers. Early Risers and Extended Day had 406 registrations. PRD also works in collaboration with Lincoln METCO, and the METCO Coordinating Committee, to provide Boston based families in the Lincoln METCO program, access to Lincoln Summer Camp during the summer months. This year we had 33 Boston families attend.

In addition, we had 157 Tennis Memberships and 306 Pool Memberships, which accounted for 1,348 members, in addition to our daily guests. We would like to acknowledge the hard work of our summer staff and instructors who make these programs so successful.

PRD oversees annual town-wide events including Patriots Day, Memorial Day, the Lincoln Arts Show, the Lincoln Kids Triathlon, the July 4th Parade & Road Race, the Summer Concert Series, Fall Fest, Flashlight Candy Cane Hunt and Winter Carnival weekend.

Our Fall Fest event was back for its fourth year, with added activities and fun for all. The event drew over 700 attendees and included live music, pony rides, caricatures and Trunk or Treat.

These large events could not happen without the support of the Lincoln Minute Men, the Veterans of Lincoln, MA, the Girl and Boy Scouts, Public Safety, Public Works and our sponsoring businesses. And a special thank you to all our volunteers for their tireless efforts!

We are also looking forward to the continuation of the community center design process through the Community Center Building Committee, as this project will address important facility and program needs of both the Parks and Recreation and Council on Aging/Human Services Departments.

The Parks and Recreation Committee also participate in a variety of other town committees including the the Community Preservation Committee, the Bicycle and Pedestrian Advisory Committee and the 250th Committee.

OFFICE INFORMATION - The PRD Office is located in the Hartwell A Pod on Ballfield Road. We would like to thank the Lincoln Public Schools for their continued support by providing office and programming space. The office is generally open 8:30am - 4:30pm, but we recommend calling (781-259-0784) before you come by as our staff may be out supporting programs. Anyone interested in joining a program or event with Parks and Rec can visit LincolnRec.com.

FACILITY INFORMATION - PRD manages the town's playgrounds, tennis courts, public parks, sport court, seasonal ice rink, and public outdoor pool. PRD also maintains the town's athletic fields and baseball diamonds for the benefit of the public schools, sports leagues, and community programs. We would like to thank Lincoln Youth Soccer and Lincoln/Sudbury Youth Baseball for their contributions to the maintenance of athletic fields throughout town. In 2024 PRD installed a brand-new slide at the Codman Pool, which was enjoyed by many during the summer months. We are also excited for the installation of new benches at Codman Field and Smith Field in the Spring of 2025 and will be wrapping up the Town Office Field drainage project at that time as well.

STAFFING – Jessica Downing and Laurie Dumont continue in their roles as Director and Program Coordinator. After 5 years of service to the Lincoln Community, Assistant Director David Sequeira took the next step in his career and accepted a role with the Town of Hingam, MA.

His departure created an opportunity to bring new talent to the department, and after a 3 month search, Sheila Riley was brought on board as our new

Assistant Parks and Recreation Director. Sheila comes from the North Attleboro YMCA, and brings new energy and experience with her.

COMMITTEE MEMBERSHIP - In 2024 we were fortunate to have Sarah Chester reappointed for another 3-year term with Parks & Recreation. Sarah brings a wealth of recreational experience to the board, leads our adult art program, and organizes our Annual Art Show. Brianna Doo was also re-elected to another 3-year term. Brianna provides the Parks & Recreation Committee with a connection to the school community, as the PTO president and is a dedicated member of the Codman Pool and Swim Team volunteer.

Parks and Recreation are always looking for new ways to meet the changing needs and interests of the community and welcome any suggestions and ideas.

PIERCE HOUSE COMMITTEE

Peter Braun
Margi Byrnes
Barbara Peskin
Collette Sizer
Anne Crosby, Chair

“Our mission is to be the stewards of this historical property so that the residents of Lincoln, neighbors and guests may continue to use the Pierce House as a venue to gather and celebrate in keeping with the spirit of John H. Pierce’s gift to the Town of Lincoln.”

Each year brings challenges and opportunities to the operations and success of the Pierce House. We are very fortunate to have Jennifer Westlund as the Director of the Pierce House. She has brought a level of professionalism and diplomacy to the position. We are grateful for her efforts this year. Her primary challenges have been with the condition of the property. There have been many improvements inside the house, including paint, rugs and new shades, however the condition of the outside has resulted in lost opportunities in terms of weddings in particular. Bids for external carpentry work are currently being reviewed. A presentation was made to the CPC seeking funding for the painting of the exterior of the house. The request has yet to be approved but there was acknowledgement of the importance of maintaining the structural integrity as well as the ambience of the property. Events for this year included: Weddings and other paid events - 35 (compared to 43 last year) Town events, unpaid or cleaning fee only -73. The second annual Winter Farmers Market was held with much success for the artisans. The annual Art show had over 300 visitors for this three-day event. The Garden Club holds its two luncheons at the Pierce House. During the months of July and August the COA holds many exercise classes under the tent.

The Pierce House property continues to receive much appreciated support from the Assistant Town Administrator Dan Pereira and Finance Director Colleen Wilkins who have been important contributors and partners to Peter Braun in continuing to improve the financial reporting of the Pierce House. DPW has provided invaluable services over the past year. Facilities Director Brandon Kelly has provided his expertise to help us prioritize the many capital projects that will need to be done over the next 1-5 years. Some improvements that were made in 2024 include adding new outside railings on all steps, painting the deck, adding a small patio and ADA walkway up into the tent. The downstairs bathroom was improved with paint, wallpaper and new faucets.

The purchase of an automated decibel measuring system has had a very positive impact on our ability to control the noise from events. The system alerts the DJ when the sound exceeds the limit. The system has also eliminated the need for manually measuring the sound throughout the course of the event.

The Pierce House Committee would also like to recognize Terry Green, the former Chairperson and long-time committee member. Terry was very committed to the mission of the Pierce House. Terry led the committee during a time when noise pollution was an active concern of the neighborhood. Her calm and respectful leadership resulted in many successful sound mitigations that supported the goal of being a good neighbor.

The committee continues to be grateful for the many contributions by the Senior work-off volunteers. The Pierce House appreciates the guidance and support of Dan Pereira, Assistant Town Administrator, the Select Board and our Department of Public Works.

LINCOLN CULTURAL COUNCIL

Catherine Coleman, Treasurer
Philana Mia Gnatkowski
Wendy Hubbard
Chris Loschen, Secretary
Deb Page
Meg Ramsey, Chair
John Rizzo
Rick Rundell

All members of the Lincoln Cultural Council (LCC) are volunteers and are appointed by the Selectboard. We currently do not receive funding from the Town of Lincoln. We are entrusted with distributing monies received from the Commonwealth of Massachusetts, in accordance with their guidelines and requirements, which include the support of the arts, interpretive sciences, and humanities.

For fiscal year 2025, (applications due by October 2024 and decisions made in January 2025) the LCC received $5700 from the Massachusetts Cultural Council (MCC).

Each year the LCC provides funding to support a variety of programs **which will benefit the residents of Lincoln and bases its decisions on community input and identified priorities of various constituents. Based on the last community input survey we conducted in 2023,** we determined our main areas of focus will be events in performance and visual arts especially music and theater events and art exhibits; events that explore the natural world and events that explore local history. We are committed to bringing forward diverse voices and viewpoints. For more information see the Lincoln page of the MCC website. We appreciate the people in Lincoln who took the time to respond to our online survey this summer. **The LCC will be doing another community input survey in 2026.**

For fiscal 2025 we received 22 applications and funded (or partially funded) 11 projects. The funded projects (in no particular order) were:

- Society for the Preservation of NE Antiquities (Gropius House Legacy Project)
- Society for Historically Informed Performance (Summer Concert series)
- Lincoln-Sudbury Civic Orchestra (Support for Spring Concert)

- Rivers School Conservatory (Support of Rivers Symphony Orchestra)
- Diane Edgecomb (A Valentine's Day Story and Harp Event)
- Music Street (Music Street Concert)
- Mary Crowe ("Women Speak" Theater production)
- Sudbury Savoyards (Ruddigore production)
- William Huss (Support for Music at Lincoln Arts and Farmers Market)
- Maureen Masterson, (Pride 2025 Event)
- Maynard Community Band (Free Summer Concert Series)

Some of the projects received all of the funding they were seeking and some received partial funding. Often, LCC is just one of several funders of a project.

We strongly encourage and look favorably upon projects that involve Lincoln organizations. We also encourage collaboration amongst artists/organizations.

We welcome those involved in the arts, interpretive sciences, and humanities to consider applying for funding through the MCC/LCC grant program. Additional information and schedule for the next grant cycle which begins in the Fall of 2025. Please see the Mass Cultural Council website for more information. Please note that all applications must be submitted electronically, and late applications cannot be accepted.

Like us on FaceBook! Search for us at Lincoln Cultural Council and Like our Page. Send us notifications of upcoming arts/cultural related events and we will publish them.

We strongly encourage anyone interested in supporting and promoting cultural events in Lincoln to volunteer to serve as a member of the LCC. We are always looking for new members. We also welcome your input and ideas and donations!

SCHOOL COMMITTEE, LINCOLN PUBLIC SCHOOLS

Jacob Lehrhoff
Kim Mack, METCO Representative
Matina Madrick, Chair
Kim Rajdev, Vice Chair
Abbey Salon
Susan Taylor
Laurel Wironen, Hanscom School Liaison Specialist

The Lincoln Public Schools is one community that is nevertheless composed of students and families from many different communities: the town of Lincoln, the Hanscom Air Force Base, Boston, and the many communities where our staff members live who bring their children to Lincoln.

We provide educational services to students beginning as young as 2 years, 9 months when they enroll in the Lincoln Public Schools Preschool, and all the way through eighth grade. Students are educated at two different campuses: the Lincoln School campus, which serves students from preschool through eighth grade; and the Hanscom School campus, which serves students living on base from preschool through eighth grade. Lincoln was one of the first towns to participate in the METCO program, and we continue to be a proud METCO district with approximately 90 Boston-resident students as part of our overall student body.

District Enrollment 2024-2025
As of October 1, 2024, the LPS total enrollment pre-K - 8 was 1071 students, one more student than the previous year. Enrollment on the Lincoln campus was 549, including 29 pre-K students, 272 students in the Lincoln School grades K - 4, and 248 students in the Lincoln School grades 5 - 8. Enrollment on the Hanscom campus was 522, including 63 pre-K students, 269 students in the Hanscom School grades K - 4, and 190 students in the Hanscom School grades 5 - 8. Included in these totals, the district had 27 students in out-of-district placements. In addition, there are 5 students attending a CASE Collaborative program located in the Lincoln School; of these students, 4 reside at Hanscom Air Force Base, and the other student resides in another district.

Highlights of 2024-2025
After conducting a needs analysis during the 2023-24 school year, one of the highlights at the start of the 2024-25 school year was the development of a long-term strategic plan, which is available on the district website. The plan emphasizes improving our schools' and district's underlying systems and structures, and on redefining the scope and focus of our AIDE work.

Two concrete examples of work this year that connect to the strategic plan are the creation of a K-8 literacy review committee and expanded after-school activities for students. The literacy review committee came together in the fall and will be recommending a new or substantially revised literacy curriculum to implement in 2025-26. This will help us better ensure that all our students are developing the literacy and reading comprehension skills they need to be successful. We have also expanded the after-school activities available to students, which was supported by an additional day of our late bus for Boston-resident students, and additional funding in the FY25 budget. Our Wednesday Scholar program and Unity in Motion program are just two examples of the many after-school activities available to students this year.

We are also in the fifth and final year of our current contract with the Department of Defense Education Activity (DoDEA) to run the Hanscom School. We are eagerly awaiting the release of a Request for Proposals from DoDEA so that we can apply to renew our contract. We are excited to be able to continue our decades-long commitment to serving the students and families of the Hanscom Air Force Base.

And finally, Lincoln Public Schools welcomed a new Administrator for Business and Finance this year, Angela Wang. Ms. Wang helped to oversee several third-party analyses of district spending patterns, and she instituted a revised, comprehensive budget development process. After identifying a pattern of surplus budgets in Lincoln for the last several years, the district administration was able to propose an FY26 level service budget that came in below Finance Committee guidance while still maintaining the high level of staffing, services, and resources that the community expects from our schools.

2024-2025 District Strategic Priorities:
In alignment with the district's new long-term strategic plan, there are three primary areas of focus for the 2024-25 District Improvement Plan. First, improving the percentage of students who are reading at grade level, while also preparing for the implementation of a new or substantially revised literacy curriculum for the following year. Second, reviewing our current social-emotional support systems and 6th - 8th academic intervention systems, with proposed improvements for the next school year. And finally, ensuring clear and consistent rules and responses around student discipline.

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL
SCHOOL COMMITTEE

Ravi Simon, Sudbury, Chair
Catherine Bitter, Lincoln, Vice Chair
Maura Carty, Sudbury
Cara Endyke-Doran, Sudbury
Kevin Matthews, Sudbury
Lucy Maulsby, Lincoln
Andrew Stephens, LSRHS Superintendent/Principal

2024 Town Report

In my second year as Superintendent/Principal of LSRHSD, I continue to be very impressed with the wide array of educational opportunities and supports that are present at the high school. I also am amazed by the high level of expertise and professionalism and care for students that our staff members possess.

The High School's Core Values, Strategic Plan and 2024-2025 School Goals emphasize cooperative and caring relationships, respect for differences, pursuing academic excellence, and cultivating community. Our school culture strives to personalize education for all students in order to enhance achievement by building on individual talents and creating an educational environment where students want to learn and discover their passions. Our teachers strive to develop engaging courses, foster strong connections with students, and support well-rounded learning experiences to prepare graduates for the best colleges and other post-graduate endeavors. We are mindful of preparing students for entry into a fast-changing global environment as seen in our Portrait of a Graduate which outlines the skills, characteristics, and dispositions we feel all students need to possess.

Our October 1, 2024 enrollment totaled 1,493 students overall with 1,445 enrolled in district and 48 students in out-of-district placements. Included in this total are students from Boston attending via the METCO Program. Class size medians range from 20-25.

At Lincoln Sudbury Regional High School, the METCO (Metropolitan Council for Educational Opportunity, Inc) serves Boston resident students as part of a school integration program founded to combat segregation and racial isolation. Our program enriches the school with 89 Boston resident students and provides important opportunities for connection between both Lincoln resident students and families, Sudbury students and families, and Boston resident students within the Lincoln Sudbury Regional High School setting.

Below are some highlights from 2024:

- The 2024-2025 school opening went very well with *First Adventure* activities run for all of our incoming 9th graders to build community and familiarize them with LS. Additionally, we ran a successful two day on-site orientation program for incoming 9th grade Boston students.
- Over the past year, we have worked to clarify the course levels at L-S and have created consistent level designations for all courses (High Honors, Honors, College Preparatory). This change occurred after garnering feedback from college admissions officials, students, families, and staff. The new course level designations will be present in each course description in the upcoming 2025-2026 Program of Studies and in student transcripts.
- We are in the second year of the implementation of the school wide Advisory program that has 9-12 same-grade students meeting once a week with a faculty advisor. The goal of this advisory block is to work on building relationships and connections, developing skills to be an engaged citizen, learning about LS and its resources, and developing skills for life after LS. We will be determining next steps for the program in January-February, 2025.
- This year we have been reviewing our procedures with respect to cell phone use in the school and anticipate recommendations from the Cell Phone Working group we have established to study this topic.
- Our students continue to meet success in their postsecondary pursuits and we have had a number of students receive individual and group recognition for their achievements in academics, Music, Art, and athletics.
- The Global Scholars Program continued to grow in 2024 with 153 students enrolled in the program. 51 twelfth graders are currently on track to complete their capstone projects in April of 2025. An additional 102 eleventh graders are currently enrolled in the program. The purpose of the program is to encourage students to attain a level of competency, knowledge, and empathy in the global context. The program is tailored to each student's interest with a strong emphasis for each student to reflect on their learning, to have experiences that will transform their thinking about the world, and how they will develop capacity to be a productive influence in that world.

- We continue to offer important enrichment offerings for our students in the form of a diverse array of co-curricular clubs and activities, athletics, and programming for students. We have hosted an author presentation, conducted class-wide workshops on depression,healthy relationships, and identity and inclusion assemblies among other important programming.
- In 2024, the LS Tech Team was pleased to continue to offer a chromebook for any student(s) in need of a device for school/home use.
- The LS School Committee and the LS Teachers' Association successfully completed negotiations for a new 2026-2028 Collective Bargaining Agreement that will begin July 1, 2025. The Collective Bargaining Agreement provides a Cost-of-Living Allowance of 3% in fiscal year 2025-2026, 3% in fiscal year 2026-2027 and 1.375% in fiscal year 2027-2028. The district continues to offer health insurance through a single provider Harvard Pilgrim Health Care.

The Other Post Employment Benefits (OPEB) valuation for June 30, 2024, was a full actuarial review with continued contributions from the budget and voted Excess and Deficiency totaling $683,109 with deposits of $383,109 and $300,000 respectively. Due to GASB 75 standards the discount rate assumption changed from 5.89% to 6.84%, decreasing the disclosed liability by approximately $3.2million which is a significant improvement over the prior year. The OPEB Trust had $4,803,573 of OPEB assets as of June 30, 2024, an increase of $1,076,978 and an expected investment rate of 6.97%.

We at L-S greatly appreciate the continued support of the towns Lincoln and Sudbury for our annual operating costs and the support of our educational program. We also appreciate the supplemental support of the Sudbury Foundation, LSPO, FELS and SERF that provide grants to fund teacher-initiated projects to benefit teaching and learning in the school. We would also not be able to provide service at the current level of excellence without the financial support and hard work of our many parent organization groups.

Thank you.

Andrew Stephens
LSRHS Superintendent/Principal